




**RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY
CENTRE FOR TRAINING, PLACEMENT AND CORPORATE RELATIONS**

PLACEMENT DETAIL

ACADEMIC YEAR: 2018-2019

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	AARTHI S	B.TECH-CSE	2019	SUTHERLAND	2.5	CSE 1
2018-2019	ABIRAMI S(15TD0402)	B.TECH-CSE	2019	HATTUSSA IT SOLUTIONS	2.16	CSE 2
2018-2019	AKSHAYA KK	B.TECH-CSE	2019	FUTURE GENERALI	2.5	CSE 3
2018-2019	ARADADI ASWINI	B.TECH-CSE	2019	LI CREATIVE TECHNOLOGIES	1.44	CSE 5
2018-2019	ARJUNKUMAR R	B.TECH-CSE	2019	QSPIDERS CAMPUS CONNECT	2	CSE 7
2018-2019	ARUL MARIE BEATRICE M	B.TECH-CSE	2019	SOCIETE GENERALE	4.3	CSE 8
2018-2019	ASHWANTH M	B.TECH-CSE	2019	HATTUSSA IT SOLUTIONS	2.16	CSE 9
2018-2019	BOMIDI NIRMAL	B.TECH-CSE	2019	COAPPS	3	CSE 10
2018-2019	CELINE MARY J	B.TECH-CSE	2019	HATTUSSA IT SOLUTIONS	2.16	CSE 11
2018-2019	GAYATHRI E(15TD0424)	B.TECH-CSE	2019	COAPPS	3	CSE 12
2018-2019	GAYATHIRI P	B.TECH-CSE	2019	SUTHERLAND	2.5	CSE 13
2018-2019	GUNESWARI C	B.TECH-CSE	2019	COAPPS	3	CSE 14
2018-2019	HAMRAHI PP	B.TECH-CSE	2019	HATTUSSA IT SOLUTIONS	2.16	CSE 15
2018-2019	HEMACHANDAR R	B.TECH-CSE	2019	COAPPS	3	CSE 16


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Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	HEMAVATHI R	B.TECH-CSE	2019	HATTUSSA IT SOLUTIONS	2.16	CSE 17
2018-2019	INDHUMATHI	B.TECH-CSE	2019	COAPPS	3	CSE 18
2018-2019	ISHWARYA A	B.TECH-CSE	2019	HATTUSSA IT SOLUTIONS	2.16	CSE 19
2018-2019	JAI GANESH J	B.TECH-CSE	2019	SUTHERLAND	2.5	CSE 20
2018-2019	JANANI R	B.TECH-CSE	2019	SUTHERLAND	2.5	CSE 21
2018-2019	JAYAPRIYA P	B.TECH-CSE	2019	SUTHERLAND	2.5	CSE 22
2018-2019	KALAIMATHY V	B.TECH-CSE	2019	FUTURE GENERALI	2.5	CSE 24
2018-2019	KALIDASS R	B.TECH-CSE	2019	HATTUSSA IT SOLUTIONS	2.16	CSE 25
2018-2019	KANIMOZHI B	B.TECH-CSE	2019	DEV CARE SOLUTIONS	2.28	CSE 26
2018-2019	KARISHMA S	B.TECH-CSE	2019	OASYS CYBERNETICS PVT. LTD.	4	CSE 27
2018-2019	KARTHIK REDDY P	B.TECH-CSE	2019	COAPPS	3	CSE 28
2018-2019	KARTHIKA V	B.TECH-CSE	2019	COGNIZANT TECHNOLOGY SOLUTIONS	3.5	CSE 29
2018-2019	KEERTHANA SASEEDHARAN K	B.TECH-CSE	2019	HATTUSSA IT SOLUTIONS	2.16	CSE 32
2018-2019	KATEPALLI TANUSHA	B.TECH-CSE	2019	LI CREATIVE TECHNOLOGIES	1.44	CSE 33
2018-2019	LALITHASRI C	B.TECH-CSE	2019	MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)	1.5	CSE 35
2018-2019	MAGESH S	B.TECH-CSE	2019	COAPPS	3	CSE 36

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Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	MANJULA K	B.TECH-CSE	2019	FUTURE GENERALI	2.5	CSE 38
2018-2019	MATHILDA LEBEL H	B.TECH-CSE	2019	MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)	2.46	CSE 39
2018-2019	MONICA S(15TD0456)	B.TECH-CSE	2019	MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)	1.5	CSE 40
2018-2019	MUBARAKALI A	B.TECH-CSE	2019	DEV CARE SOLUTIONS	2.28	CSE 41
2018-2019	NUKA SAI CHARAN REDDY	B.TECH-CSE	2019	COAPPS	3	CSE 42
2018-2019	PAVITHRA K(15TD0459)	B.TECH-CSE	2019	FUTURE GENERALI	2.5	CSE 44
2018-2019	PRITHI M	B.TECH-CSE	2019	IDBI FEDERAL INSURANCE PVT LTD	1.44	CSE 45
2018-2019	PRIYA S	B.TECH-CSE	2019	COAPPS	3	CSE 48
2018-2019	PRIYADHARSHINI S(15TD0462)	B.TECH-CSE	2019	LI CREATIVE TECHNOLOGIES	1.44	CSE 49
2018-2019	PRIYANKA S(15TD0463)	B.TECH-CSE	2019	DEV CARE SOLUTIONS	2.28	CSE 51
2018-2019	ROHINI K	B.TECH-CSE	2019	HATTUSSA IT SOLUTIONS	2.16	CSE 52
2018-2019	SANDHYA P	B.TECH-CSE	2019	DEV CARE SOLUTIONS	2.5	CSE 53
2018-2019	SANTHOSHKUMAR K	B.TECH-CSE	2019	MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)	1.5	CSE 54
2018-2019	SARIKA N	B.TECH-CSE	2019	DEV CARE SOLUTIONS	2.5	CSE 55
2018-2019	SELVAKUMAR P	B.TECH-CSE	2019	SUTHERLAND	2.5	CSE 56
2018-2019	SINDHUJA B	B.TECH-CSE	2019	SUTHERLAND	2.5	CSE 57


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Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	SIVABALAN M	B.TECH-CSE	2019	COAPPS	3	CSE 58
2018-2019	SIVASANKAR C	B.TECH-CSE	2019	OASYS CYBERNETICS PVT. LTD.	4	CSE 59
2018-2019	SNEHALATHAA S	B.TECH-CSE	2019	MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)	1.5	CSE 60
2018-2019	SUPRABA M	B.TECH-CSE	2019	DEV CARE SOLUTIONS	2.5	CSE 61
2018-2019	UVASRI R	B.TECH-CSE	2019	LI CREATIVE TECHNOLOGIES	2.5	CSE 62
2018-2019	VAISHALI T	B.TECH-CSE	2019	QSPIDERS CAMPUS CONNECT	2	CSE 64
2018-2019	VAITHESWARI B	B.TECH-CSE	2019	COAPPS	3	CSE 65
2018-2019	VIJAY J	B.TECH-CSE	2019	MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)	1.5	CSE 66
2018-2019	YUVASHANKARI D	B.TECH-CSE	2019	HATTUSSA IT SOLUTIONS	2.16	CSE 67
2018-2019	DHIVYABHARATHI P	B.TECH-CSE	2019	MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)	2.46	CSE 68
2018-2019	S SWETA	B.TECH-CSE	2019	TATA CONSULTANCY SERVICES	3.36	CSE 69
2018-2019	NAPTHALINE G	B.TECH-CSE	2019	IDBI FEDERAL INSURANCE PVT LTD	2.4	CSE 88
2018-2019	SURYA .M	B.TECH-IT	2019	LI CREATIVE TECHNOLOGIES	1.44	IT 1
2018-2019	AGILA .B(15TH0401)	B.TECH-IT	2019	HATUSSA IT SOLUTIONS	2.5	IT 3
2018-2019	ANSARI DURAISAMY .D	B.TECH-IT	2019	DEV CARE SOLUTIONS	2.28	IT 4
2018-2019	ASHVITHA .S	B.TECH-IT	2019	SUTHERLAND GLOBAL SOLUTIONS	2.5	IT 5

Principal
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Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	AUGISTIN PAUL .M	B.TECH-IT	2019	FUTURE GENERAL INSURANCE	2.5	IT 6
2018-2019	DHIVYABHARATHI .K	B.TECH-IT	2019	DEV CARE SOLUTIONS	2.28	IT 8
2018-2019	JANANI .J	B.TECH-IT	2019	FUTURE GENERAL INSURANCE	2.25	IT 9
2018-2019	KAYALVIZHI .K	B.TECH-IT	2019	FUTURE GENERAL INSURANCE	2.25	IT 11
2018-2019	KIRAN .R	B.TECH-IT	2019	SOFTWARE DEVELOPMENT-INTERN	5.5	IT 13
2018-2019	LEKHA .A	B.TECH-IT	2019	DEV CARE SOLUTIONS	2.28	IT 16
2018-2019	PRADEEPA .S	B.TECH-IT	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD	1.44	IT 17
2018-2019	RAMPRAGESH .P	B.TECH-IT	2019	INDIAN HEALTH CARE BPO	2	IT 18
2018-2019	ROFINA BEGUM .B	B.TECH-IT	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	2.4	IT 19
2018-2019	ROHAN .P	B.TECH-IT	2019	DEV CARE SOLUTIONS	2.28	IT 20
2018-2019	SANTHIYA .S	B.TECH-IT	2019	DEV CARE SOLUTIONS	2.28	IT 21
2018-2019	SIVABALASUBRAMANIAM .K	B.TECH-IT	2019	LI CREATIVE TECHNOLOGIES	1.44	IT 22
2018-2019	SRIRAMAN .M	B.TECH-IT	2019	BYJUS	6	IT 24
2018-2019	UMA .B	B.TECH-IT	2019	DEV CARE SOLUTIONS	2.28	IT 27
2018-2019	UMA .V	B.TECH-IT	2019	SUTHERLAND GLOBAL SOLUTIONS	2.5	IT 28
2018-2019	MADHURIMA DEBNATH	B.TECH-IT	2019	TATA CONSULTANCY SERVICES LTD.,	4	IT 29

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2018-2019	MADHURIMA PAL	B.TECH-IT	2019	EXCELLACOM	3	IT 30
2018-2019	AISWARYA. M	B.TECH-ECE	2019	FUTURE GENERALI - TOTAL INSURANCE COMPANY	2.5	ECE 1
2018-2019	AMANULLAH N	B.TECH-ECE	2019	IDBI FEDRAL - LIFE INSURANCE CO LTD	1.6	ECE 2
2018-2019	AMRUTHA .P	B.TECH-ECE	2019	MITSUBA SICAL INDIA PVT LTD	1.5	ECE 5
2018-2019	ANAGA MALINI S	B.TECH-ECE	2019	MPHASIS LTD	2.5	ECE 6
2018-2019	ARTHI .H	B.TECH-ECE	2019	FUTURE GENERALI - TOTAL INSURANCE COMPANY	2.5	ECE 8
2018-2019	ARUN RATHNARAJ P	B.TECH-ECE	2019	FUTURE GENERALI - TOTAL INSURANCE COMPANY	2.5	ECE 10
2018-2019	BABY ANILAA R	B.TECH-ECE	2019	IDBI FEDRAL - LIFE INSURANCE CO LTD	2.5	ECE 12
2018-2019	BOOPITHA .V	B.TECH-ECE	2019	COGNIZANT TECHNOLOGY SOLUTIONS INDIA PRIVATE LIMITED	3.5	ECE 15
2018-2019	DHANAPRIYA K	B.TECH-ECE	2019	IDBI FEDRAL - LIFE INSURANCE CO LTD	2.5	ECE 18
2018-2019	DIVYA. J	B.TECH-ECE	2019	TATA CONSULTANCY SERVICES LIMITED	3.36	ECE 21
2018-2019	GAYATHRI V	B.TECH-ECE	2019	DEV CARE SOLUTIONS PRIVATE LIMITED	2.28	ECE 39
2018-2019	GIRIDHARAN R	B.TECH-ECE	2019	INTEGRA SOFTWARE SERVICES PVT LTD	1.6	ECE 40
2018-2019	GURU ARAVINDHAN S	B.TECH-ECE	2019	DEV CARE SOLUTIONS PRIVATE LIMITED	2.28	ECE 41
2018-2019	HARISH KUMAR M	B.TECH-ECE	2019	IDBI FEDRAL - LIFE INSURANCE CO LTD	2.5	ECE 42
2018-2019	HEMAPRIYA .K	B.TECH-ECE	2019	IDBI FEDRAL - LIFE INSURANCE CO LTD	2.5	ECE 45

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2018-2019	KABILAN . P	B.TECH-ECE	2019	IDBI FEDERAL - LIFE INSURANCE CO LTD	2.5	ECE 48
2018-2019	KANA .J	B.TECH-ECE	2019	SUTHERLAND GLOBAL SERVICES PVT LTD	1.8	ECE 51
2018-2019	KARTHIK .R	B.TECH-ECE	2019	IDBI FEDERAL - LIFE INSURANCE CO LTD	2.5	ECE 52
2018-2019	KARTHIKA .R	B.TECH-ECE	2019	DEV CARE SOLUTIONS PRIVATE LIMITED	2.28	ECE 55
2018-2019	KARTHIKEYAN S	B.TECH-ECE	2019	IDBI FEDERAL - LIFE INSURANCE CO LTD	2.5	ECE 56
2018-2019	MANIMEGALAI N	B.TECH-ECE	2019	IDBI FEDERAL - LIFE INSURANCE CO LTD	2.5	ECE 58
2018-2019	MANIKANDAN .D	B.TECH-ECE	2019	Q SPIDERS CAMPUS CONNECT	2.5	ECE 64
2018-2019	MANIKANDAN .N	B.TECH-ECE	2019	IDBI FEDERAL - LIFE INSURANCE CO LTD	2.5	ECE 65
2018-2019	MARTINA AGNES DEVAKIRUBA	B.TECH-ECE	2019	SUTHERLAND GLOBAL SERVICES PVT LTD	1.8	ECE 67
2018-2019	MOHAMMED AZARUDEEN J	B.TECH-ECE	2019	IDBI FEDERAL - LIFE INSURANCE CO LTD	2.5	ECE 68
2018-2019	MOHANRAJ .V	B.TECH-ECE	2019	IDBI FEDERAL - LIFE INSURANCE CO LTD	2.5	ECE 71
2018-2019	PARTHIBAN .R	B.TECH-ECE	2019	IDBI FEDERAL - LIFE INSURANCE CO LTD	2.5	ECE 74
2018-2019	PAVITHRA K(15TC0536)	B.TECH-ECE	2019	FUTURE GENERALI - TOTAL INSURANCE COMPANY	2.5	ECE 77
2018-2019	PRADHEEP .S	B.TECH-ECE	2019	IDBI FEDERAL - LIFE INSURANCE CO LTD	2.5	ECE 78
2018-2019	PREETHA .P	B.TECH-ECE	2019	SOCIETE GENERALE GLOBAL SOLUTION CENTRE PVT LTD	4.3	ECE 81
2018-2019	PREETHI . M	B.TECH-ECE	2019	IDBI FEDERAL - LIFE INSURANCE CO LTD	2.5	ECE 84

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SRI SATHYANARAYANA COLLEGE OF
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Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	PREETHI R	B.TECH-ECE	2019	MITSUBA SICAL INDIA PVT LTD	1.5	ECE 86
2018-2019	PRIYADHARSHINI J(15TC0543)	B.TECH-ECE	2019	IDBI FEDRAL - LIFE INSURANCE CO LTD	2.5	ECE 87
2018-2019	PRIYANKA L	B.TECH-ECE	2019	FUTURE GENERALI - TOTAL INSURANCE COMPANY	1.8	ECE 90
2018-2019	RAJESHWARI S	B.TECH-ECE	2019	Q SPIDERS CAMPUS CONNECT	2.5	ECE 92
2018-2019	RASHMI R	B.TECH-ECE	2019	IDBI FEDRAL - LIFE INSURANCE CO LTD	2.5	ECE 93
2018-2019	RAVICHANDRAN N	B.TECH-ECE	2019	IDBI FEDRAL - LIFE INSURANCE CO LTD	2.5	ECE 95
2018-2019	REGINA D	B.TECH-ECE	2019	TATA CONSULTANCY SERVICES LIMITED	3.36	ECE 98
2018-2019	SANMUGA PRIYA .M	B.TECH-ECE	2019	MITSUBA SICAL INDIA PVT LTD	1.5	ECE 116
2018-2019	SOUMYA TAZE R	B.TECH-ECE	2019	HCL TECHNOLOGIES LTD	3.5	ECE 117
2018-2019	SRUDHI .R	B.TECH-ECE	2019	MITSUBA SICAL INDIA PVT LTD	1.5	ECE 122
2018-2019	SUSHMITHAA S	B.TECH-ECE	2019	HCL TECHNOLOGIES LTD	3.5	ECE 123
2018-2019	THIRUVARASAN .S	B.TECH-ECE	2019	FUTURE GENERALI - TOTAL INSURANCE COMPANY	2.5	ECE 134
2018-2019	VAITHEESHWARAN I	B.TECH-ECE	2019	TATA CONSULTANCY SERVICES LIMITED	4.1	ECE 136
2018-2019	VENKATESH A	B.TECH-ECE	2019	IDBI FEDRAL - LIFE INSURANCE CO LTD	2.5	ECE 154
2018-2019	VENKATESH S(15TC0570)	B.TECH-ECE	2019	IDBI FEDRAL - LIFE INSURANCE CO LTD	2.5	ECE 157
2018-2019	VIJAYABHARATHI . K	B.TECH-ECE	2019	FUTURE GENERALI - TOTAL INSURANCE COMPANY	2.5	ECE 160

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2018-2019	YUVASRI .S	B.TECH-ECE	2019	DEV CARE SOLUTIONS PRIVATE LIMITED	2.28	ECE 162
2018-19	AMSA A	B.TECH-EEE	2019	GENERAL CONNECTORS	1	EEE 1
2018-19	ANANDHASELVAM J	B.TECH-EEE	2019	DHARANI PUMPS LTD	1	EEE 2
2018-19	ARAVINDH D	B.TECH-EEE	2019	IDBI FEDERAL LTD	3	EEE 3
2018-19	AROUN B	B.TECH-EEE	2019	TVS LUCAS	1	EEE 6
2018-19	BALAJI R(15TE0405)	B.TECH-EEE	2019	SAKTHI AUTO COMPONENTS LTD	1.9	EEE 7
2018-19	CYRIL ANTONIE B	B.TECH-EEE	2019	IDBI FEDERAL LTD	3	EEE 8
2018-19	DHINAKARAN R(15TE0407)	B.TECH-EEE	2019	SRI SAI POWER AND ELECTRICALS PVT LTD	2.04	EEE 11
2018-19	GOUTHAM M	B.TECH-EEE	2019	INTEGRA SOFTWARE SERVICES PVT LTD	2	EEE 12
2018-19	HARIKRISHNAN S	B.TECH-EEE	2019	SRI SAI POWER AND ELECTRICALS PVT LTD	2.04	EEE 17
2018-19	INDUREKA R	B.TECH-EEE	2019	IDBI FEDERAL LTD	3	EEE 18
2018-19	KARTHICK D	B.TECH-EEE	2019	SAKTHI AUTO COMPONENTS LTD	1.9	EEE 20
2018-19	KEERTHANA J	B.TECH-EEE	2019	IDBI FEDERAL LTD	3	EEE 21
2018-19	MANOOJ KUMAR V	B.TECH-EEE	2019	SRI SAI POWER AND ELECTRICALS PVT LTD	2.04	EEE 24
2018-19	NARESHKUMAR S	B.TECH-EEE	2019	SRI SAI POWER AND ELECTRICALS PVT LTD	2.04	EEE 25
2018-19	NIRMAL KUMAR K	B.TECH-EEE	2019	SRI SAI POWER AND ELECTRICALS PVT LTD	2.04	EEE 26

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2018-19	PRABIR CHANDRA DASH	B.TECH-EEE	2019	FUTURE GENERALI	3	EEE 27
2018-19	PRIYADHARSINI K	B.TECH-EEE	2019	GENERAL CONNECTORS	1.44	EEE 29
2018-19	RAJA R	B.TECH-EEE	2019	SAKTHI AUTO COMPONENTS LTD	1.9	EEE 30
2018-19	RUTHREASH P	B.TECH-EEE	2019	MITSUBHA SICAL PVT LTD	2	EEE 31
2018-19	SARANKUMAR S	B.TECH-EEE	2019	SRI SAI POWER AND ELECTRICALS PVT LTD	2.04	EEE 32
2018-19	THEERTHA S	B.TECH-EEE	2019	IDBI FEDERAL LTD	3	EEE 33
2018-19	THULASIDHASAN A	B.TECH-EEE	2019	DEV CARE SOLUTIONS	2	EEE 36
2018-19	VISHNU PRASATH S	B.TECH-EEE	2019	JBM MANUFACTURING COMPANY	1	EEE 37
2018-19	KUSHAL PATRA	B.TECH-EEE	2019	IDBI FEDERAL LTD	3	EEE 38
2018-2019	SHALIMA BEGUM	B.TECH-BME	2019	IDBI FEDERAL	2.5	BME 1
2018-2019	ADWAITH SATHEESAN	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 4
2018-2019	AKSHAY MOHANDAS	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 5
2018-2019	AKSHAYA C	B.TECH-BME	2019	SUTHERLAND	2.5	BME 6
2018-2019	ALEXRAJ H	B.TECH-BME	2019	IDBI FEDERAL	2.5	BME 7
2018-2019	ARCHANA A	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 10
2018-2019	ARTHI V	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 11

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2018-2019	ARUN A	B.TECH-BME	2019	IDBI FEDERAL	2.5	BME 12
2018-2019	ARUN KUMAR B	B.TECH-BME	2019	EPISOURCE INDIA PVT LTD	1.8	BME 15
2018-2019	ARUNKUMAR A(15TJ0411)	B.TECH-BME	2019	BYJU'S	10	BME 17
2018-2019	ASWINI P	B.TECH-BME	2019	IDBI FEDERAL	2.5	BME 19
2018-2019	BLINDA PRIYADHARSHINI D	B.TECH-BME	2019	SUTHERLAND	2.5	BME 22
2018-2019	CHITRA S	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 23
2018-2019	GEETHAPRIYA G	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 24
2018-2019	GNANASEKAR S	B.TECH-BME	2019	IDBI FEDERAL	2.5	BME 25
2018-2019	ILAMATHY G	B.TECH-BME	2019	EPISOURCE INDIA PVT LTD	1.8	BME 26
2018-2019	JANANI M	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 30
2018-2019	KALAIVANY K	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 31
2018-2019	KARISHMA DAS	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 32
2018-2019	KARPAGAVALLI R	B.TECH-BME	2019	EPISOURCE INDIA PVT LTD	1.8	BME 33
2018-2019	KAVIYAA R	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 34
2018-2019	KRISHNAKUMAR D	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 35
2018-2019	MOHAMMED ASIF K	B.TECH-BME	2019	PULSUS HEALTHTECH L	2.7	BME 36

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2018-2019	MOHAMMED SHAFI	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 38
2018-2019	MOHAMMED SHAMIL HASSAN	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 39
2018-2019	MUGILAN P	B.TECH-BME	2019	ACCESS HEALTHCARE PVT LTD	3.6	BME 40
2018-2019	MURALIKRISHNA B	B.TECH-BME	2019	FUTURE GENERALI TOTAL INSURANCE SOLUTIONS	2.5	BME 41
2018-2019	NANDHINI S	B.TECH-BME	2019	INDIA LIMITED	3.8	BME 43
2018-2019	NARMATHA S	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 44
2018-2019	NEEVETHA CANDY KALERY F	B.TECH-BME	2019	FUTURE GENERALI TOTAL INSURANCE SOLUTIONS	2.5	BME 45
2018-2019	NIVEDHA A	B.TECH-BME	2019	PULSUS HEALTHTECH L	2.7	BME 47
2018-2019	PONNILAVAN J	B.TECH-BME	2019	FUTURE GENERALI TOTAL INSURANCE SOLUTIONS	2.5	BME 49
2018-2019	PRABAVATHI R	B.TECH-BME	2019	FUTURE GENERALI TOTAL INSURANCE SOLUTIONS	2.5	BME 51
2018-2019	PRADHINILA A	B.TECH-BME	2019	LI CREATIVE TECHNOLOGIES	1.44	BME 53
2018-2019	PREETHEKA M	B.TECH-BME	2019	LI CREATIVE TECHNOLOGIES	1.44	BME 55
2018-2019	PRIYADHARSHINI S(15TJ0451)	B.TECH-BME	2019	IDBI FEDERAL	2.5	BME 57
2018-2019	PRIYANGA RAJ M	B.TECH-BME	2019	EPISOURCE INDIA PVT LTD	1.8	BME 60
2018-2019	RAHIMA R	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 62
2018-2019	RAMYA K(15TJ0456)	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 63

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Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	RAMYA T	B.TECH-BME	2019	LI CREATIVE TECHNOLOGIES	1.44	BME 64
2018-2019	RAVISANKAR S	B.TECH-BME	2019	SUTHERLAND	2.5	BME 66
2018-2019	REVATHY V	B.TECH-BME	2019	SUTHERLAND	2.5	BME 67
2018-2019	SANTHOSH RU	B.TECH-BME	2019	LI CREATIVE TECHNOLOGIES	1.44	BME 68
2018-2019	SENTHAMIZHSELVI S	B.TECH-BME	2019	EPISOURCE INDIA PVT LTD	1.8	BME 70
2018-2019	SHAYENA BEGUM K	B.TECH-BME	2019	FUTURE GENERALI TOTAL INSURANCE SOLUTIONS	2.5	BME 72
2018-2019	SHERILYN NICI R	B.TECH-BME	2019	SUTHERLAND	2.5	BME 74
2018-2019	SIVASANKARI B	B.TECH-BME	2019	IDBI FEDERAL	2.5	BME 75
2018-2019	SOUNDARIYA K	B.TECH-BME	2019	SUTHERLAND	2.5	BME 79
2018-2019	SURENKUMAR E	B.TECH-BME	2019	FUTURE GENERALI TOTAL INSURANCE SOLUTIONS	2.5	BME 80
2018-2019	SURESHKUMAR S	B.TECH-BME	2019	SUTHERLAND	2.5	BME 80
2018-2019	SURYA @ KRUTHIGA R	B.TECH-BME	2019	FUTURE GENERALI TOTAL INSURANCE SOLUTIONS	2.5	BME 81
2018-2019	VIKNEESH S	B.TECH-BME	2019	INDIAN HEALTH CARE BPO	2.4	BME 83
2018-2019	VAMSHI PRIYA D	B.TECH-BME	2019	IDBI FEDEREAL	2.5	BME 84
2018-2019	ADHAVAN D	BTECH-MECH	2019	MITSUBA SICAL INDIA PVT LTD	1.74	MECH 1
2018-2019	AJITH KUMAR D	BTECH-MECH	2019	DHARANI PUMPS	1.56	MECH 2

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	ARJUNKUMAR S	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.56	MECH 3
2018-2019	ARUNKUMAR S	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.56	MECH 4
2018-2019	BALAMURALI V	BTECH-MECH	2019	ESWARI AUTO COMPONENTS	1.56	MECH 5
2018-2019	BORIS KINGSLEY S	BTECH-MECH	2019	FUTURE GENERALI TOTAL INSURANCE	2.5	MECH 6
2018-2019	DESINGAN R	BTECH-MECH	2019	MITSUBA SICAL INDIA PVT LTD	1.7	MECH 8
2018-2019	DHARUN N	BTECH-MECH	2019	IDBI FEDERAL INSURANCE PVT, LTD.	2.5	MECH 9
2018-2019	DINAGARAN M	BTECH-MECH	2019	ESWARI AUTO COMPONENTS	1.5	MECH 12
2018-2019	DINESH M(15TB0420)	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.5	MECH 13
2018-2019	HARISH R(15TB0422)	BTECH-MECH	2019	MITSUBA SICAL INDIA PVT LTD	1.7	MECH 14
2018-2019	JOHN EDWARD A	BTECH-MECH	2019	SSF PLASTICS	1.5	MECH 15
2018-2019	KALAIVANAN S	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.5	MECH 16
2018-2019	KARTHIKEYAN R	BTECH-MECH	2019	IDBI FEDERAL INSURANCE PVT, LTD.	2.5	MECH 17
2018-2019	MOHAMMED HUSSAIN M	BTECH-MECH	2019	SSF PLASTICS	1.5	MECH 20
2018-2019	POOVENDIRAN P	BTECH-MECH	2019	FUTURE GENERALI TOTAL INSURANCE	2.5	MECH 21
2018-2019	PREETHIVARDHAN J	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.5	MECH 23
2018-2019	RAJ KUMAR S	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.5	MECH 24

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	RAJ VIGNESH S	BTECH-MECH	2019	IDBI FEDERAL INSURANCE PVT, LTD.	2.5	MECH 25
2018-2019	RAJU RANJAN SINGH	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.5	MECH 28
2018-2019	RAMESHVASANTH R	BTECH-MECH	2019	SSF PLASTICS	1.5	MECH 29
2018-2019	RAVIVARMA GV	BTECH-MECH	2019	MITSUBA SICAL INDIA PVT LTD	1.7	MECH 30
2018-2019	RIAZ S	BTECH-MECH	2019	SSF PLASTICS	1.5	MECH 31
2018-2019	SANTHANASAMY S	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.5	MECH 32
2018-2019	SHANKARGANESH N	BTECH-MECH	2019	IDBI FEDERAL INSURANCE PVT, LTD.	2.5	MECH 33
2018-2019	SHARAN MANOHARAN V	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.5	MECH 36
2018-2019	SOURAV PK	BTECH-MECH	2019	FUTURE GENERALI TOTAL INSURANCE	2.5	MECH 37
2018-2019	SRINIVAS GANESH M	BTECH-MECH	2019	IDBI FEDERAL INSURANCE PVT, LTD.	2.5	MECH 39
2018-2019	SURENDAR S	BTECH-MECH	2019	KEMS FORGING	1.5	MECH 42
2018-2019	SURIYA J	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.5	MECH 43
2018-2019	SURIYA M	BTECH-MECH	2019	SSF PLASTICS	1.5	MECH 44
2018-2019	SURYA K	BTECH-MECH	2019	DHARANI PUMPS	1.5	MECH 45
2018-2019	SYED SULAIMAN K	BTECH-MECH	2019	ESWARI AUTO COMPONENTS	1.5	MECH 46
2018-2019	VENKATASUBBAREDDY@ RITESH	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.5	MECH 47

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	VISHAL M	BTECH-MECH	2019	MITSUBA SICAL INDIA PVT LTD	1.7	MECH 47
2018-2019	YOGESH S(15TB0483)	BTECH-MECH	2019	SSF PLASTICS	1.5	MECH 48
2018-2019	LOGESH.M	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.5	MECH 49
2018-2019	MUGILARASAN .M	BTECH-MECH	2019	LI CREATIVE TECHNOLOGIES	1.5	MECH 50
2018-2019	NAVINRAJ N	BTECH-MECH	2019	TVS SUNDARAM FASTENERS PVT LTD	1.5	MECH 51
2018-2019	SURUTHIDHARAN A	BTECH-MECH	2019	KEMS FORGING	1.5	MECH 52
2018-2019	VEERAKUMAR.M	BTECH-MECH	2019	KEMS FORGING	1.5	MECH 53
2018-2019	AJAIE R	BTECH-MECH	2019	DHARANI PUMPS	1.5	MECH 54
2018-2019	ARIKARAN V	BTECH-MECH	2019	DHARANI PUMPS	1.5	MECH 55
2018-2019	KARTHIK R	BTECH-MECH	2019	DHARANI PUMPS	1.5	MECH 56
2018-2019	MAGESHWARAN S	BTECH-MECH	2019	DHARANI PUMPS	1.5	MECH 57
2018-2019	MOHAMED YUNUES M	BTECH-MECH	2019	DHARANI PUMPS	1.5	MECH 58
2018-2019	PRAVEEN P(15TB0438)	BTECH-MECH	2019	DHARANI PUMPS	1.5	MECH 59
2018-2019	PUVIYARASAN A	BTECH-MECH	2019	DHARANI PUMPS	1.5	MECH 60
2018-2019	ROSHIN A S	BTECH-MECH	2019	DHARANI PUMPS	1.5	MECH 61
2018-2019	MANIKANDAN S(15TBL035)	BTECH-MECH	2019	ESWARI AUTO COMPONENTS	1.5	MECH 62

Principal
 RAJIV GANDHI COLLEGE OF
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Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	ARUNACHALASIVAM A	BTECH-MECH	2019	ESWARI AUTO COMPONENTS	1.5	MECH 62
2018-2019	ILANGO G	BTECH-MECH	2019	ESWARI AUTO COMPONENTS	1.5	MECH 63
2018-2019	KUPPUSAMY N	BTECH-MECH	2019	ESWARI AUTO COMPONENTS	1.5	MECH 64
2018-2019	MOHAMED HABEEB S	BTECH-MECH	2019	ESWARI AUTO COMPONENTS	1.5	MECH 65
2018-2019	PRAVEEN M(15TB0437)	BTECH-MECH	2019	ESWARI AUTO COMPONENTS	1.5	MECH 66
2018-2019	PRAVEEN Y	BTECH-MECH	2019	ESWARI AUTO COMPONENTS	1.5	MECH 67
2018-2019	RADHESHYAM CH	BTECH-MECH	2019	ESWARI AUTO COMPONENTS	1.5	MECH 68
2018-2019	ABINAYA G	MBA	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	4.2	MBA 1
2018-2019	ARIVAZHAGAN DULAU.K	MBA	2019	JUST DIAL LIMITED	2.55	MBA 2
2018-2019	ARUNADEVLA	MBA	2019	HATTUSSA IT SOLUTIONS	2.16	MBA 4
2018-2019	ASHOKKUMAR M	MBA	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	1.8	MBA 5
2018-2019	ATDITHYAN.N	MBA	2019	JUST DIAL LIMITED	2.55	MBA 6
2018-2019	DEEPANCHAKKARAVARTHY	MBA	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	1.8	MBA 8
2018-2019	JEEVA.G	MBA	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	1.8	MBA 9
2018-2019	KARTHIGEYAN.S	MBA	2019	JUST DIAL LIMITED	2.55	MBA 10
2018-2019	KARTHIK.V	MBA	2019	SUPPORT STUDIO TECHNOLOGIES	1.8	MBA 12

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ENGINEERING AND TECHNOLOGY
KIRUMAPPAKKAM, PUOUCHERY - 607 403.

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	LOGITHA G	MBA	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	4.2	MBA 13
2018-2019	MAHASHOOQ.S.M	MBA	2019	SUPPORT STUDIO TECHNOLOGIES	1.8	MBA 14
2018-2019	MANIBALAN.M	MBA	2019	JUST DIAL LIMITED	2.55	MBA 15
2018-2019	MANIKANDAN B(17MBA215)	MBA	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	5.1	MBA 17
2018-2019	MIRUNALINI DEVI.A	MBA	2019	SUPPORT STUDIO TECHNOLOGIES	1.8	MBA 18
2018-2019	MOULEESWARAN.S	MBA	2019	JUST DIAL LIMITED	2.55	MBA 19
2018-2019	NANDHINIJ	MBA	2019	HATTUSSA IT SOLUTIONS	2.16	MBA 21
2018-2019	NAVEEN.M	MBA	2019	HATTUSSA IT SOLUTIONS	2.16	MBA 22
2018-2019	NIVETHA.M	MBA	2019	SUPPORT STUDIO TECHNOLOGIES	1.8	MBA 23
2018-2019	PATCHAIAMMA.S	MBA	2019	JUST DIAL LIMITED	2.55	MBA 24
2018-2019	PAVITRA.M	MBA	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	1.8	MBA 26
2018-2019	PIREETHI.G	MBA	2019	SUPPORT STUDIO TECHNOLOGIES	1.8	MBA 27
2018-2019	PRAVEEN RIDRICK.C	MBA	2019	JUST DIAL LIMITED	2.55	MBA 28
2018-2019	SANTHIYA.K	MBA	2019	SUPPORT STUDIO TECHNOLOGIES	1.8	MBA 30
2018-2019	SARATHKUMAR TR	MBA	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	1.8	MBA 31
2018-2019	SINDHUJA.J	MBA	2019	JUST DIAL LIMITED	2.55	MBA 32

PRINCIPAL
RAJIV GANDHI COLLEGE OF
ENGINEERING AND TECHNOLOGY
KIRUMAPPAKKAM, PUDUCHERRY - 605 003

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	SRIRAM M	MBA	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	5.1	MBA 34
2018-2019	SUBA SHREE.R	MBA	2019	HATTUSSA IT SOLUTIONS	2.16	MBA 35
2018-2019	THAMIZHARASI P	MBA	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	4.2	MBA 36
2018-2019	VENGATESH.M	MBA	2019	JUST DIAL LIMITED	2.55	MBA 37
2018-2019	VENKADAKRISHNA.C	MBA	2019	HATTUSSA IT SOLUTIONS	2.16	MBA 39
2018-2019	VIJAYANANAD.V	MBA	2019	AMEGO- MEADOWS KNOWLEDGE SERVICES PVT. LTD.	5.1	MBA 40
2018-2019	BALAJI.R	MCA	2019	THINKBRIDGE SOFTWARE PRIVATE LIMITED	4.2	MCA 1
2018-2019	BRUNDHAVATHI.R	MCA	2019	AVASOFT	5	MCA 6
2018-2019	DASS	MCA	2019	KODNEST TECHNOLOGIES PVT.LTD.	3	MCA 13
2018-2019	DHIVYA.D	MCA	2019	HATTUSSA IT SOLUTIONS	2.16	MCA 17
2018-2019	DIVYA.M	MCA	2019	AVASOFT	2.16	MCA 18
2018-2019	GRACY.C	MCA	2019	COAPPS	3	MCA 25
2018-2019	HARSHA.R	MCA	2019	CONDUENT BUSINESS SERVICES INDIA L	1.6	MCA 26
2018-2019	JAYASURIYAANJALI.J	MCA	2019	THINKBRIDGE SOFTWARE PRIVATE LIMITED	4.2	MCA 31
2018-2019	JIBIN JOY	MCA	2019	AVASOFT	5	MCA 36
2018-2019	MADHUMITHA.R	MCA	2019	DURU COOPERATION PRIVATE LIMITED	4.15	MCA 44

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KIRUMAMPAKKAM PUDUCHERRY
ENGINEERING AND TECHNOLOGY
- 607 103

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	MADHURABASHINI.B	MCA	2019	CMA CGM SHARED SERVICE CENTRE (INDIA) PVT. LTD.	2.19	MCA 46
2018-2019	MANIKANDAN.S	MCA	2019	HATTUSSA IT SOLUTIONS	2.16	MCA 49
2018-2019	MOHAMMED ITHRESS AHAMED	MCA	2019	GUIDEHOUSE INDIA PRIVATE LIMITED	3.6	MCA 50
2018-2019	MYTHIL.D	MCA	2019	DEV CARE SOLUTIONS PRIVATE LIMITED	4.9	MCA 55
2018-2019	PREETHIKA.R	MCA	2019	DURU COOPERATION PRIVATE LIMITED	4.15	MCA 57
2018-2019	PRIYADHARSHINI.S	MCA	2019	HELLO WEBY	2.5	MCA 60
2018-2019	PUSHPARAJ.G	MCA	2019	HATTUSSA IT SOLUTIONS	2.16	MCA 61
2018-2019	RAMKUMAR.R	MCA	2019	COAPPS	3	MCA 62
2018-2019	RANGANAYAKI.M	MCA	2019	CMA CGM SHARED SERVICE CENTRE (INDIA) PVT. LTD.	2.19	MCA 63
2018-2019	SASI	MCA	2019	HATTUSSA IT SOLUTIONS	2.16	MCA 66
2018-2019	SAVITHRI.S	MCA	2019	AVASOFT	5	MCA 67
2018-2019	SIVAKUMAR.S	MCA	2019	GUIDEHOUSE INDIA PRIVATE LIMITED	3.6	MCA 74
2018-2019	SOWNDARYA.T	MCA	2019	DEV CARE SOLUTIONS PRIVATE LIMITED	4.9	MCA 79
2018-2019	SRIPRIYANGA.S	MCA	2019	AVASOFT	5	MCA 81
2018-2019	SUBANYA.K	MCA	2019	HATTUSSA IT SOLUTIONS	2.16	MCA 88
2018-2019	SUDAROLI.D	MCA	2019	AVASOFT		MCA 96

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Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)	Link to Offer
2018-2019	SUMITHRA.K	MCA	2019	THINKBRIDGE SOFTWARE PRIVATE LIMITED	4.2	MCA 101
2018-2019	SURUTHI.K	MCA	2019	GUIDEHOUSE INDIA PRIVATE LIMITED	3.6	MCA 106
2018-2019	VENGATESWARN.R	MCA	2019	HATTUSSA IT SOLUTIONS	2.16	MCA 107
2018-2019	VIDHYA.M	MCA	2019	AVASOFT	5	MCA 113
2018-2019	VINOTH KUMAR.B	MCA	2019	CONDUENT BUSINESS SERVICES INDIA L	1.6	MCA 114
2018-2019	VISHNU.R	MCA	2019	AVASOFT	5	MCA 119


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 KIRUMAMPAKKAM, PUDUCHERRY - 607 403



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : Rajiv Gandhi College of Engineering and Technology

Date : 11-Feb-19

Dear **Aarthi S** - B.Tech CSE (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to Inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

J. Joseph
Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
 45-A, Velachery Main Road
 Vijayanagaram
 Chennai, Tamilnadu, PIN 600042

TelNo: +91.44.4391.7884

CIN:U72200TN2000PTC045578



Dr. E. VIJAYAKRISHNA RAO
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.I.
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
 Porur, Cuddalore Main Road,
 Krumampakkam, Puducherry - 605 402.

Scanned by CamScanner

April 2019

Miss. **ABIRAMI S**
Puducherry.

Dear ABIRAMI S,

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year) from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.


We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No.47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry-605008.

G. Kaithi




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondicherry - 605 008
Kilimanojaram, Puducherry - 607 402.

www.hattussa.com



NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road
Kirumampakkam, Puducherry - 605 002.


29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A. Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD




Dr. E. VIJAYAKRISHNA RAPARA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.S.Y.E., F.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

LI Creative Technologies

Next Generation Software Developers

Date: 18/03/2019

Name: **Aradadi Aswini**
City: Pondicherry

RE: LETTER OF OFFER OF EMPLOYMENT – *Web Developer*

Dear Aradadi Aswini,

Following our recent discussions, we are delighted to offer you the position of *Web Developer* with *LI Creative Technologies*. If you join *LI Creative Team*, you will become part of a fast-paced and dedicated team that works together to provide the innovative and creative products in web technology.

As a member of *LI Creative Technologies*, we would ask for your commitment to deliver outstanding quality and results that exceed our team expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *our organization*. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: *Web Developer*

Salary: Rs. 1,00,000/annum

Internship Period: 3 Months

Hours of work: 9 Hours/Day

There will be an internship program with not more than 3 months of time span. Based on your performance during the training joining date will be announced to you.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards (or Labor Standards).

We will notice your behaviour and discipline and at any cause if your behaviour is against the company, we will terminate you without any further notice.

No.5 (2nd Floor), Jayamoorthy Raja Nagar Main Road,
Mudaliarpet, Puducherry-605004. Phone: 811 00 54 825

www.licreativetechologies.com



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiranampakkam, Puducherry - 607 402.

Scanned by CamScanner

LI Creative Technologies

Next Generation Software Developers

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



K. Hemachandiran
Chief Executive Officer
LI Creative Technologies

LI CREATIVE TECHNOLOGIES

No.5, 2nd Floor
Jayamoorthy Raja Nagar Main Road
Mudallarpet, Puducherry- 605 004
Phone: 8110054825

With the signature below, I accept this offer for employment.

Name

Date

Terms:

Company may terminate your employment at any time for cause.

After the end of your probationary period, *Company* may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, and any severance pay required by the *Employment Standards Act, 2000* and no more.


Resignation:

Should you wish to resign your employment with *Company*, you will be required to provide *1 month* written notice to enable us transition your work.

No.5 (2nd Floor) Jayamoorthy Raja Nagar Main Road,
Mudallarpet, Puducherry-605004. Phone: 811 00 54 825

www.licreativetechologies.com




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Maths)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Puducherry - 605 004.
Mudallarpet, Puducherry - 607 402.

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Qspiders Campus

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

Home

CALL LETTER

Date: 07-02-2019

Dear, Arjun Kumar P

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java, Manual Testing, SQL & Aptitude.
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

QSPIDERS CAMPUS CONNECT

Mb: 9900075501

USN NO

Corporate Office: # 50, 2nd Floor, Brigade MLR Center, Vani vilas Road, Bengaluru, Karnataka 560004

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Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
- 5, Buddharaja, New Road,
ipakkam, Pudukkottai - 607 402.

P.O:2018-2019

CSE 7



Global Solution Centre

Dear ARUL MARIE BEATRICE M

Thank you for participating in our campus hiring process and we congratulate you on clearing our selection process. We are glad to issue this Letter of Intent to offer employment with Societe Generale Global Solutions Centre (SG GSC).

However, offer of employment will be subject to the conditions that you:

- Should get minimum 60% aggregate marks in your Graduation.
- Are flexible to work in any shift / process within SG GSC.
- Will not have any backlogs on completion of the course.
- Are an Indian National at the time of offer of employment.

Your proposed CTC would be **INR 4,31,920/-** per annum and your work location would be **Bangalore or Chennai**.

Please be informed that this Letter of Intent does not constitute a contract of employment or guarantee you any employment with SG GSC. SG GSC reserves the right to withdraw this Letter of Intent or to modify any terms, without any prior notice, at its sole discretion.

Yours Sincerely,

For Societe Generale Global Solution Centre Pvt Ltd,

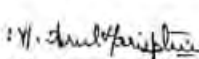


Jatinder Salwan

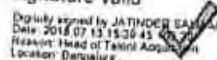
Head – Recruitment

(Digitally Signed Below)

I agree to the terms and conditions as mentioned above by Societe Generale GSC Pvt Ltd., and accept the offer proposed.

Candidate Signature	: 
Candidate Name	: M. ARUL MARIE BEATRICE
College Name	: RAJIV GANDHI COLLEGE OF ENG & TECH
Location	: PUDUCHERRY
Date	: 23/8/18.

Signature valid


Digitally signed by JATINDER SALWAN
Date: 2018.07.13 15:30:45
Reason: Head of Talent Acquisition
Location: Bangalore

Societe Generale Global Solution Centre Pvt. Ltd.,
DLF IT SEZ, 3rd Block, 10th Floor,
Shivaji Gardens, Mount Poonamallee Road,
Manappakkam, Chennai 600 089, India.

Tel +91 44 6602 7000
Fax +91 44 6602 7070
www.socgensolutions.com
www.societegenerale.com

Registered Office:
"Voyager" Building, 10th Floor, Ascendas ITPB SEZ,
International Tech Park, Bangalore, Whitefield Road,
Bangalore 560 066, India.
CIN No. U72200KA2000PTC027232



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.P.T., M.C.S.I. M.C.S.I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Puducherry
Contact No. 0472-402402

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April 2019

Mr **ASHWANTH M**
Puducherry.

Dear ASHWANTH M,

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.


We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry 605008.

G. Kaithi




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL.

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

www.hattussa.com



Letter of Intent

Ref: CDSPL/INT 1983/2019

Date: 13-03-2019

Dear **Bomidi Nirmal**

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.


Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA.G
HUMAN RESOURCE MANAGER


Dr. D. VIJAYAKRISHNA RAPA
B.Tech. (Mech), M.Tech (Energy), Ph.D. (IT) Madras
M.S.T.E., FIITPE, M.C.S.I. M.C.I.T.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Guindy Area Main Road,
Kilnamangalam, Puducherry - 605 007

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

☎ +914429878197
✉ info@coapps.ai
🌐 www.coapps.ai

April 2019

Miss. CELINE MARY J
Puducherry.

Dear CELINE MARY J,

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.


We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry 605008.

G. Kaithya




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT - Andras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I/M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

www.hattussa.com



Letter of Intent

Ref: CDSPL/INT 1983/2019

Date: 13-03-2019

Dear **Gayathri E**

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.


We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA.G
HUMAN RESOURCE MANAGER




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.L.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

☎ +914429878197

✉ info@coapps.ai

🌐 www.coapps.ai



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name ; Rajiv Gandhi College of Engineering and Technology
Date : 11-Feb-19

Dear **Gayathri P** - B.Tech CSE (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of Interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

J. Joseph
Authorized Signatory

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042



Candidate Acceptance

TelNo: +91.44.4391.7684

CIN: U72200TN2000PTC045578

[Signature]
Dr. E. VINAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech.(Engng), Ph.D. (IT - Waves)
M.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.L.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Gudalore Main Road,
Krumasipakkam, Puducherry - 607 402.

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Letter of Intent

Ref: CDSPL/INT 1983/2019

Date: 13-03-2019

Dear **Guneswari C**

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.


We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA.G
HUMAN RESOURCE MANAGER




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT - 2009)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kilumampakkam, Puducherry - 607 402.

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

☎ +914429878197
✉ info@coapps.ai
🌐 www.coapps.ai



☎ +91 9940710411

✉ contact@hattussa.com

47, 6th Cross St, Kumaran Nagar Extn,
Lawspet, Puducherry 605008

April 2019

Miss. **HAMRAHI PP**
Puducherry.

Dear HAMRAHI PP,

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year) from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry-605008.

En. K. K. K.



[Handwritten signature]

Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. IIT Madras
M.S.I.E., F.I.I.P.E., M.C.S.I.M.S.I.E.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Guddalore Main Road
Kumamapakkam, Puducherry - 605 002

www.hattussa.com



Letter of Intent

Ref: CDSPL/INT 1983/2019

Date: 13-03-2019

Dear **Hemachandar R**

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA.G
HUMAN RESOURCE MANAGER


Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT - Kaddas)
M.I.S.T.E., F.I.I.P.E., M.C.S., M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402.

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

☎ +914429878197

✉ info@coapps.ai

🌐 www.coapps.ai

April 2019

Miss. **HEMAVATHI R**
Puducherry.

Dear HEMAVATHI R,

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year) from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

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- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.


We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Puducherry-605008.

G. Kaithel




Dr. E. VIJAYAKRISHNA RAPAKA

B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT - Japan)
M.B.A., F.I.T.P.E., M.C.S.T.M.C.I.T.

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kinnampakkam, Puducherry - 605 002.



Letter of Intent

Ref: CDSPL/INT 1983/2019

Date: 13-03-2019

Dear **Indhumathi**

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.


We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA.G
HUMAN RESOURCE MANAGER




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (JIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.A.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Guddalore Main Road,
Kirimampakkam, Puducherry - 607 402.

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

☎ +914429878197
✉ info@coapps.ai
🌐 www.coapps.ai

April 2019

Miss. ISHWARYA A

Puducherry,

Dear ISHWARYA A,

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year) from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.


We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No.47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Puducherry-605008

G. Kaithya




Dr. E. VIJAYARISHNA RAPAKA
B.Tech. (Mech), M.Tech.(Energy), Ph.D. (IIT Madras)
M.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kumanamperkkam, Puducherry - 605 403.



SUTHERLAND

PROVISIONAL OFFER LETTERCampus Name : RGCET,Date : 18/11/19Dear JAI GANESH J. (CSE).

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

A. V. R. Ravi

Authorized Signatory

Sutherland Global Services Pvt. Ltd
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

Candidate Acceptance

TelNo: +91 44 4391 7884

CIN: U72200TN2000PTC045578



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.L.

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 002.

Scanned by CamScanner

PROVISIONAL OFFER LETTERCampus Name : Racet,Date : 18/1/19

Dear

JANANI.P. (CSE),

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

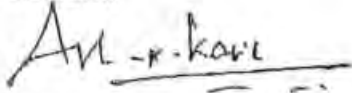
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



Authorized Signatory

Candidate Acceptance



Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042



TelNo: +91.44.4391.7884

CIN: U72200TN2000PTC045578

Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (U),
M.I.S.T.E., F.I.I.P.E., M.C.S., etc.

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Guadafore Main Road
Korumbalakkam, Pondicherry - 605 006

Scanned by CamScanner



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : Rajiv Gandhi College of Engineering and Technology
Date : 11-Feb-19

Dear Jayapriya P - B.Tech CSE (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

J. Stepb
Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo:+91.44.4391.7884

CIN:U72200TN2000PTC045578



[Signature]
Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
M.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road.

Scanned by CamScanner



NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Madras)
M.S.T.E., F.I.P.E., M.C.E.I.M.E.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Coimbatore
Krumambakkam, Puzoserry 68


29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A. Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT - Jodhpur)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

April 2019

Mr. KALIDASS R
Puducherry.

Dear KALIDASS R,

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year) from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Puducherry-605008.

Dr. Kaithy



Dr. E. VIJAYAKRISHNA RAUTAKA
B.Tech. (Mech), M.Tech.(Energy), Ph.D. (IT Mgmt)
M.B.A., F.E., F.I.P.E., M.C.S.I (I.C.I.),
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pandy - Cuddalore Main Road,
Kumarpakkam, Puducherry - 607 002

www.hattussa.com

Date: 21/03/2019

Dear **Ms.B.Kanimozhi,**

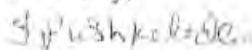
Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of **Trainee Recruiter** at our Chennai office, Monthly salary will be **Rs.18,000** per month, joining date is on **June 1st week**. The terms of this offer are as follows:


1. **Probation** - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation** - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,



J. Pushkaladevi
HR Manager



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road
Krumampakkam, Puducherry - 605 006

131 N High St., Suite 640, Columbus, OH-43215
Tel : 614-221-2277 Fax : 614-388-5556

www.devcare.com

No.4, Ram Complex, Padasalai Street, Urapakkam
Chennai - 603210 Tel. : 044-47431394

OASYS/HR/PROV.OFFER/002A/2018

29th September 2018

Dear Ms. Karishma S,

Sub: Provisional Offer letter

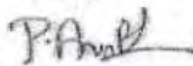
At the outset, we thank you very much for participating in the Hackathon organized by us. Further to the discussions we had with you, we are pleased to offer you an internship opportunity as "Trainee".

Please note that your date of joining and the other perks will be intimated to you later. In this regard, our HR department will be contacting you for completing the necessary formalities.

We look forward to your joining and a mutually fruitful association.

Yours truly,

For OASYS CYBERNETICS PVT. LTD.




Authorized Signatory



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy); Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402

 **OASYS Cybernetics Pvt. Ltd.**

99, II Floor, MN Complex, Greaves Road, Chennai - 600006, Tamilnadu, INDIA. Phone: +91 44 2561 3300 | Fax: +91 44 4315 6700
contact@oasys.co | www.oasys.co | CIN No: U40100TN2010PTC075782

Letter of Intent

Ref: CDSPL/INT 1983/2019

Date: 13-03-2019

Dear **Karthik Reddy**

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.


We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA.G
HUMAN RESOURCE MANAGER




Dr. E. VIJAYAKRISHNA RAPA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.Am.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

☎ +914429878197

✉ info@coapps.ai

🌐 www.coapps.ai

05-Jul-2019

Dear **Karthika V.**
 B.Tech/B.E., Computer Science & Engineering
 Rajiv Gandhi College of Engineering and Technology



Candidate ID – 13060649

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Past-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

[Signature]

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:



Dr. E. VIJAYAKRISHNA RAO
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.J.S.T.E., F.I.P.A.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Poraly - Chidambaram Main Road,
 Kumbakonam, Puducherry - 605 004.

RPd. Office: 115/535, Old Mahabalipuram Road, Okkam Thoraipakkam, Chennai - 600 097

Annexure A

Name: Korthika V

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
Annual Gross Compensation			297,000
Incentive Indication (per annum)**			20,000
Annual Total Compensation			317,000
Company's contribution towards benefits (Medical, Accident and Life Insurance)			16,000
Gratuity			5,005
Annual Total Remuneration			338,005

(As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, It is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to



RPqd. Office: 115/535, Old Mahabalipuram Road, Okkiyam Thattapakkam, Chennai - 600 097

M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry 605 002

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://nonecognizant.cognizant.com>->Total Rewards App for more details



A handwritten signature in green ink, appearing to be "Dr. E. Vijayakrishna Rapaika".

Dr. E. VIJAYAKRISHNA RAPAIKA

B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (In Mech.)
M.S.T.E., F.I.I.P.E., M.C.S.I.M.C.O.,

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Guddalore Main Road,
Krumampakkam, Puducherry - 607 402.

Rt'd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thorapakkam, Chennai - 600 097

April 2019

Miss. **KEERTHANA SASEEDHARAN K**
Puducherry.

Dear KEERTHANA SASEEDHARAN K,

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year) from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:


- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Puducherry-605008



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.T.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

www.hattussa.com

LI Creative Technologies

Next Generation Software Developers

Date: 18/03/2019

Name: **Tanusha Katepalli**
City: Pondicherry

RE: LETTER OF OFFER OF EMPLOYMENT – *Web Developer*

Dear Tanusha Katepalli,

Following our recent discussions, we are delighted to offer you the position of *Web Developer* with *LI Creative Technologies*. If you join *LI Creative Team*, you will become part of a fast-paced and dedicated team that works together to provide the innovative and creative products in web technology.

As a member of *LI Creative Technologies*, we would ask for your commitment to deliver outstanding quality and results that exceed our team expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *our organization*. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: *Web Developer*

Salary: *Rs. 1,00,000/annum*

Internship Period: *3 Months*

Hours of work: *9 Hours/Day*

There will be an internship program with not more than 3 months of time span. Based on your performance during the training joining date will be announced to you.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards (or Labor Standards).

We will notice your behaviour and discipline and at any cause if your behaviour is against the company, we will terminate you without any further notice.

No 5 (2nd Floor) Jayamorthy Raja Nagar Main Road
Mudaliarpet, Puducherry-605004 Phone: 811 00 54 825

www.licreative technologies.com



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I., M.C.L.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Gudalore Road, Pondy.

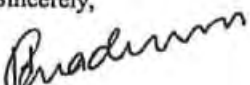
Scanned by CamScanner

LI Creative Technologies

Next Generation Software Developers

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,


K. Hemachandiran
Chief Executive Officer
LI Creative Technologies

LI CREATIVE TECHNOLOGIES
No.5, 2nd Floor
Jayamoorthy Raja Nagar Main Road
Mudallarpet, Puducherry- 605 004
Phone: 8110054825

With the signature below, I accept this offer for employment.

Name _____

Date _____

Terms:

Company may terminate your employment at any time for cause.

After the end of your probationary period, *Company* may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, and any severance pay required by the *Employment Standards Act, 2000* and no more.

Resignation:

Should you wish to resign your employment with *Company*, you will be required to provide *1 month* written notice to enable us transition your work.

No.5 (2nd Floor) Jayamoorthy Raja Nagar Main Road
Mudallarpet, Puducherry-605004 Phone: 811 00 54 825

www.licreativetechologies.com



Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S., M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402.

Scanned by CamScanner

offer conformation letter

Dhanasekaran A <dhanasekaran@amegoems.com>

To: lalithaSriC245@gmail.com

Fri, Oct 5, 2018 at 11:26 AM

Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>, Placement Cell <placementcell@rgcetpdy.ac.in>

Dear Miss.Lalithasri, S,

We are pleased to offer you the position of **Sales Trainee Manager** for Pondicherry region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO).

Your employment will be with effect from **4th Sep 2018** with a Pay of INR. 12,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect . Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV , Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof , without any reason being assigned, clause13.2(b).

ALL THE BEST

Dhanasekaran.A
Regional Manager-Pondicherry
AMEGO-Your Friend In Need
An Initiative of Meadows Knowledge Services Pvt Ltd,

Moogambiga Tower 19&20 3rd floor
Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005
9787679410
www.amegoems.com




Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.D.S.I M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Gokulam Road
Kilimambakam, Puducherry - 605 006

Letter of Intent

Ref: CDSPL/INT 1983/2019

Date: 13-03-2019

Dear **Magesh S**

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

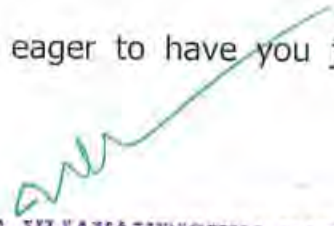
We will inform you the Date of joining after successful completion of the Internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,



HEMALATHA.G
HUMAN RESOURCE MANAGER



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 607 402.

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

+914429878197
info@coapps.ai
www.coapps.ai



NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AIWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.M.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondicherry - Guadalupe Main Road,
Kumbakonam, Puducherry - 605 006


29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A.Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech, (Mech.), M.Tech.(Energy), Ph.D. (IT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 607 402.

**offer conformation letter****Dhanasekaran A** <dhanasekaran@amegoems.com>

To: mathildalebel@gmail.com

Fri, Oct 5, 2018 at 11:54 AM

Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>, Placement Cell <placementcell@rgcetpdy.ac.in>

Dear Miss.Mathilda lebel. G,

We are pleased to offer your the position of **Business development Manager** for Pondicherry region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO).

Your employment will be with effect from 4th Sep 2018 with a Pay of INR. 20,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect . Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV , Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof , without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhanasekaran,A
Regional Manager-Pondicherry
AMEGO-Your Friend In Need
An Initiative of Meadows Knowledge Services Pvt Ltd,

Moogambiga Tower,19&20,3rd floor
Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005
9787679410
www.amegoems.com



Dr. R. V. JAYAKRISHNA RAJAKA
B.Tech. (Mech), M.Tech (Energy), Ph.D. (IT Masters)
M.S.T.E., P.H.D.E., M.C.S.I., M.C.I.J.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kilunampakkam, Pondicherry - 607 402.

**offer conformation letter**

Dhanasekaran A <dhanasekaran@amegoems.com>

To: monica090898@gmail.com

Fri, Oct 5, 2018 at 10:39 AM

Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>, Placement Cell <placementcell@rgcetpdy.ac.in>

Dear Miss.Monica. S,

We are pleased to offer your the position of **Sales Trainee Manager** for Pondicherry region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO).

Your employment will be with effect from 4th Sep 2018 with a Pay of INR. 12,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect . Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV , Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof , without any reason being assigned, clause13.2(b).

ALL THE BEST

Dhanasekaran A
Regional Manager-Pondicherry
AMEGO-Your Friend In Need
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Villanur Main Road,
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Pondicherry-605005
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Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402



Date: 21/03/2019

Dear **Mr.A.Mubarakali,**

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office, Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. **Probation** - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation** - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J.Pushkaladevi
HR Manager



[Signature]
Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech), M.Tech. (Energy), Ph.D.
M.S.T.E., F.I.P.E., M.C.S. (C.A.),
PRINCIPAL
Rajy Gandhi College of Engineering & Technology
Pondy - Gudimora Main Road,
Krumampakkam, Puducherry - 607 402.

Letter of Intent

Ref: CDSPL/INT 1983/2019

Date: 13-03-2019

Dear **Nuka Sai Charan Reddy**

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.


We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,



HEMALATHA.G
HUMAN-RESOURCE MANAGER



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (In Energy)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402.

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

☎ +914429878197

✉ info@coapps.ai

🌐 www.coapps.ai

Dear Sir,

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AIWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



Dr. S. VIJAYAKRISHNA NARAYANA
 E.Tech. (Mech.), M.Sc. (Energy), Ph.D. (UTM, Malaysia)
 M.S.B.E., P.E.P.C., M.C.S.I. M.C.I.I.,
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Krumavakkam, Pudukkottai - 627 402


29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A. Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERAL INDIA LIFE INSURANCE COMPANY LTD




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402



JOINING LETTER

To,

Date: 27-09-2018

STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this Internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | IC38 exam pass Certificate |
| | Project Completion Certificate |

Regards,

IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



Dr. E. VIJAYAKRISHNA RAJAKA
(M.Tech. Design, IIT Madras, Ph.D. IIT Madras)
M.Sc. E. T. & P.E., M.B.A. M.C.A.,
PRINCIPAL
Rajy Gandhi College of Engineering & Technology
Pondy - Coimbatore Main Road,
Gramanipakkam, Pondicherry - 605 002

Sl.NO	NAME	MAIL ID
1	PREETHI.M	preethi120598@gmail.com
2	MANIMEGALAI.N	manimegalainatesanr@gmail.com
3	SOUMIYA TAZE.R	soumyataze11697@gmail.com
4	HEMA PRIYA.K	priyahema827@gmail.com
5	KARTHIKEYAN.S	karthikeyanseenu1997@gmail.com
6	ANBARASAN.K	udhaya.ramamurthy@gmail.com
7	KARTHIK.R	rk421412@gmail.com
8	NIRMAL KUMAR.R	nirmalcool377@gmail.com
9	MOHAMMED AZARUDEEN.J	azar.azarudeen.786@gmail.com
10	SANTHAKUMAR.R.S	santhakumarrs@gmail.com
11	RATHNA MURUGAN.D	rathinam1611@gmail.com
12	VENKATESH.A	welfredvenkat@gmail.com
13	VENKATESH.S	venkatstark2@gmail.com
14	MANIKANDAN.D	manikandan199797@gmail.com
15	AMANULLAH NASER	amannullah3@gmail.com
16	JAYASEELAN.K	jaseelan0201@gmail.com
17	GOPI.G	gopig9493@gmail.com
18	NAPHTHALINE GERARD	naptha28@gmail.com
19	VAMSHI PRIYA.D	
20	PADMASHRI SWAMINATHAN	padmashri1025@gmail.com
21	MANIKANDAN.N	manikandan12.mm7@gmail.com
22	ARUNKUMAR	vljayarun382@gmail.com
23	GNANASEKAR.S	gnans046@gmail.com
24	DHIVYA BHARATHI.K	kdhivvyabharathi98@gmail.com
25	ROFINA BEGUM.B	rofinabegum3@gmail.com
26	UMA B	uma3031@gmail.com
27	RAPHAELA JOSEPHINE.A	rephurose27@gmail.com
28	ASHIF FARHAN.S	
29	SHALIMA BEGUM.K	shalimabegum@gmail.com
30	KAVIYAA.R	rkavi2498@gmail.com
31	ARUN.A	arun.ar.2212@gmail.com
32	SRI RAMAN.M	sristrom23@gmail.com
33	ASWINI.P	ashwinibella17@gmail.com
34	RASHMI.R	rashmirash415@gmail.com
35	BABY ANILAA.R	babyanilaa@gmail.com
36	SUSHMITHAA.S	sushmithaashankar@gmail.com

Dr. E. VIJAYAKRISHNA RAO
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT - Sadras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore 605 006, R.G.C.E.T.
 Kinnampakkam, Puducherry - 605 006

37	HARISHKUMAR.M	harishmaran001@gmail.com
38	MOHAN RAJ.V	mohanfifteen@gmail.com
39	KUSHAL PATRA	kushalpatra18@gmail.com
40	ARAVINDH.D	aravindhfinix@gmail.com
41	ALEX RAJ.H	alexhari1997@gmail.com
42	RAJA SEKAR.B	princegugan7871@gmail.com
43	PRIYADHARSHINI.S	privashree510@gmail.com
44	DHARUN.N	dson1998@gmail.com
45	RAJ VIGNESH.S	raivignesh2126@gmail.com
46	SRINIVAS GANESH.M	srinivasganesh98@gmail.com
47	PRIYADHARSHINI.J	dharsinijawahar6@gmail.com
48	SHANKAR GANESH.N	shankarganesh0598@gmail.com
49	RAGUL RAJ.M	ragulrajm25@gmail.com
50	BLINDAPRIYADHARSHINI	blindadavid29@gmail.com
51	KEERTHANA J	keerthanajeevanath30@gmail.com
52	INDUREKA RATHIN	indurakarathin@gmail.com
53	JIBIN JOY	joyjibin77@gmail.com
54	JAIGANESH.J	jaiganesh1996@gmail.com
55	PRITHI MUTHUKARUPPAN	prithiselvam@gmail.com
56	THEERTHA.S	theertha487@gmail.com
57	CYRIL ANTONIE.B	cyrilantonie@gmail.com
58	SURIYA.N	suri.1310@gmail.com
59	KIRAN R	kiran.23588@gmail.com
60	ANSARI DURAI SAMY.D	duraiadsboss97@gmail.com
61	THAMIZHARASI.P	tamilrice95@gmail.com
62	ABINAYA GANDHI	abiauthentic@gmail.com
63	MANIBALAN.M	manibalan2013@gmail.com
64	VIJAYANAND.V	vijayanand96msv@gmail.com
65	ASHOK KUMAR.M	ashokmah21@gmail.com
66	VENKADAKRISHNA.C	yenkatcy6@gmail.com
67	LOGITHA G	logithaganesan1996@gmail.com
68	NAVEEN.M	naveenjaga142@gmail.com
69	KARTHIK.V	karthikbabu11821@gmail.com
70	MANIKANDAN.B	manikan23india@gmail.com
71	SRIRAM.M	sriramsiddarth795@gmail.com



Dr. E. VIJAYAKRISHNA RAJAKA
 B.Tech. (Mech.), M.Tech. (Engg.) / Ph.D. (AI & ML)
 M.A.T.E., F.I.I.T.E., M.C.S.I. Member
 PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Porur - Guindy Road, South West,
 Anna Nagar, Chennai - 600 092.

Letter of Intent

Ref: CDSPL/INT 1983/2019

Date: 13-03-2019

Dear **Priya S**

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.


We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA.G
HUMAN RESOURCE MANAGER




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Rd - 605 009,
Krumampakkam, Puducherry - 605 402

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

+914429878197

info@coapps.ai

www.coapps.ai

LI Creative Technologies

Next Generation Software Developers

Date: 18/03/2019

Name: **Priyadharshini.S**
City: Pondicherry

RE: LETTER OF OFFER OF EMPLOYMENT – *Web Developer*

Dear Priyadharshini.S,

Following our recent discussions, we are delighted to offer you the position of *Web Developer* with *LI Creative Technologies*. If you join *LI Creative Team*, you will become part of a fast-paced and dedicated team that works together to provide the innovative and creative products in web technology.

As a member of *LI Creative Technologies*, we would ask for your commitment to deliver outstanding quality and results that exceed our team expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *our organization*. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: *Web Developer*

Salary: Rs. 1,00,000/annum

Internship Period: 3 Months

Hours of work: 9 Hours/Day

There will be an internship program with not more than 3 months of time span. Based on your performance during the training joining date will be announced to you.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards (or Labor Standards).

We will notice your behaviour and discipline and at any cause if your behaviour is against the company, we will terminate you without any further notice.

No.5 (2nd Floor), Jayamoorthy Raja Nagar Main Road,
Challalpet, Puducherry-605004 Phone: 811 00 54 825

www.licreativetechnologies.com



Dr. E. VIJAYAKRISHNA RAJAPPA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Madras)
M.B.A., F.A.P.S., M.C.D.I.M.C.S.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Chudalore Main Road,
Kiramampakkam, Puducherry 605 004

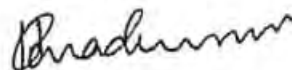
Scanned by CamScanner

LI Creative Technologies

Next Generation Software Developers

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



K. Hemachandiran
Chief Executive Officer
LI Creative Technologies

LI CREATIVE TECHNOLOGIES
No.5, 2nd Floor
Jayamoorthy Raja Nagar Main Road
Mudaliarpet, Puducherry- 605 004
Phone: 8110054825

With the signature below, I accept this offer for employment.

Name _____

Date _____

Terms:

Company may terminate your employment at any time for cause.

After the end of your probationary period, *Company* may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, and any severance pay required by the *Employment Standards Act, 2000* and no more.

Resignation:

Should you wish to resign your employment with *Company*, you will be required to provide *1 month* written notice to enable us transition your work.

No.5 (2nd Floor), Jayamoorthy Raja Nagar Main Road,
Mudaliarpet, Puducherry-605004. Phone: 811 00 54 825

www.licreativetechologies.com



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Madras)
M.I.S.T.E., F.J.I.P.E., M.C.S., M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402.

Scanned by CamScanner

Date: 21/03/2019

Dear **Ms.S.Priyanka**,

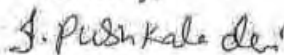
Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of **Trainee Recruiter** at our Chennai office, Monthly salary will be **Rs.18,000** per month, joining date is on **June 1st week**. The terms of this offer are as follows:


1. **Probation** - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation** - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,



J.Pushkaladevi
HR Manager



Dr. E. VIJAYAKRISHNA RAGHAVA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (HY Medres)
M.Sc.TE., Ph.D.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Karamanipakkam, Puducherry - 605 002.

April 2019

Miss. **ROHINI K**

Puducherry.

Dear ROHINI K,

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year) from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.


We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry 605008

G. Kaithi




DR. E. VIJAYAKRISHNA RAPAIKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Studies)
M.I.S.T.E., F.I.I.P.E., M.C.S.I (McGill),
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Guddalore Main Road,
Kirimampakkam, Puducherry - 607 402.

www.hattussa.com

Date: 21/03/2019

Dear **Ms.P. Sandhya,**

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office, Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. Probation - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. Resignation - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J. Pushkaladevi
HR Manager



[Signature]
Dr. E. VIJAYAKRISHNA KAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (Thermodynamics)
M.Sc.T.E., F.I.P.E., M.C.S.I, M.C.I.E.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Karamampakkam, Puducherry - 605 402.



Placement Cell <placementcell@rgcetpdy.ac.in>

offer conformation letter

Dhanasekaran A <dhanasekaran@amegoems.com>

Sat, Oct 6, 2018 at 8:58 PM

To: sannthoshkodi@outlook.com

Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>, Placement Cell <placementcell@rgcetpdy.ac.in>

Dear **Mr. Santhosh Kumar . K,**

We are pleased to offer your the position of **Sales Trainee Manager** for Pondicherry region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO).

Your employment will be with effect from **5th Sep 2018** with a Pay of INR. 12,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect . Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV , Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof , without any reason being assigned, clause13.2(b).

ALL THE BEST

Dhansekaran.A
Regional Manager-Pondichery
AMEGO-Your Friend In Need
9787679410
www.amegoems.com

An Initiative of Meadows Knowledge Services Pvt Ltd



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.A.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 607 401-

Date: 21/03/2019

Dear **Ms.N.Sarika,**

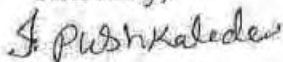
Sub: Offer of Employment

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2. **Resignation** - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,



J.Pushkaladevi
HR Manager,



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Madras)
M.I.S.T.E., F.I.P.E., M.C.S.I/M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 403



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : Rajiv Gandhi College of Engineering and Technology
Date : 11-Feb-19

Dear **Selva kumar P** - B.Tech CSE (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo:+91.44.4391.7884

CIN:U72200TN2000PTG045578



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Karamampakkam, Puducherry - 605 402.

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SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name :Rajiv Gandhi College of Engineering and Technology
Date : 11-Feb-19

Dear **SINDHUJA B.** B.Tech CSE (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

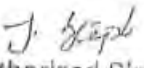
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland


Authorized Signatory


Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo: +91.44.4391.7884

CIN: U72200TN2000PTC045578




Dr. E. VIJAYAKRISHNA (I.P.E.E.)
E.Tech. (Mech. & Tech. Design) I.P.E.E.
M.A.S.T.E. FILIP, M.A.S.T.E.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 605 002

Scanned by CamScanner

Letter of Intent

Ref: CDSPL/INT 1983/2019

Date: 13-03-2019

Dear **Sivabalan M**

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.


We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA.G
HUMAN RESOURCE MANAGER




Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S., M.C.M.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402.

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

☎ +914429878197

✉ info@coapps.ai

🌐 www.coapps.ai

OASYS/HR/PROV.OFFER/021/2018

29th September 2018

Dear Mr. Shivasankar,

Sub: Provisional Offer letter

At the outset, we thank you very much for participating in the Hackathon organized by us. Further to the discussions we had with you, we are pleased to offer you an internship opportunity as "Trainee".

Please note that your date of joining and the other perks will be intimated to you later. In this regard, our HR department will be contacting you for completing the necessary formalities.

We look forward to your joining and a mutually fruitful association.

Yours truly,

For OASYS CYBERNETICS PVT. LTD.

Authorized Signatory



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402.

**OASYS Cybernetics Pvt. Ltd.**

99, II Floor, MN Complex, Greams Road, Chennai - 600006, Tamilnadu, INDIA, Phone: +91 44 2561 3300 | Fax: +91 44 4315 6700
contact@oasys.co | www.oasys.co | CIN No: U40100TN2010PTC075782

offer conformation letter

Dhanasekaran A <dhanasekaran@amegoems.com>

To: nehalathaa16@gmail.com

Fri, Oct 5, 2018 at 10:57 AM

Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>, Placement Cell <placementcell@rgcetpdy.ac.in>

Dear Miss.Snehalatha. S.

We are pleased to offer you the position of **Sales Trainee Manager** for Pondicherry region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO).

Your employment will be with effect from 4th Sep 2018 with a Pay of INR. 12,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.


Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect. Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV , Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof , without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhanasekaran A
Regional Manager-Pondichery
AMEGO-Your Friend In Need
An Initiative of Meadows Knowledge Services Pvt Ltd,

Moogambiga Tower, 19&20, 3rd floor
Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005
9787679410
www.amegoems.com




Dr. E. VIJAYAKRISHNA NARAYANA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



Date: 21/03/2019

Dear **Ms.M.Supraba,**

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office, Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. **Probation** - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation** - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J.Pushkaladevi
HR Manager



[Signature]
Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S., M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kumampakkam, Puducherry - 607 402.

LI Creative Technologies

Next Generation Software Developers

Date: 18/03/2019

Name: **Uvasri.R**
City: Pondicherry

RE: LETTER OF OFFER OF EMPLOYMENT – *Web Developer*

Dear Uvasri.R,

Following our recent discussions, we are delighted to offer you the position of *Web Developer* with *LI Creative Technologies*. If you join *LI Creative Team*, you will become part of a fast-paced and dedicated team that works together to provide the innovative and creative products in web technology.

As a member of *LI Creative Technologies*, we would ask for your commitment to deliver outstanding quality and results that exceed our team expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *our organization*. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: *Web Developer*

Salary: Rs. 1,00,000/annum

Internship Period: *3 Months*

Hours of work: *9 Hours/Day*

There will be an internship program with not more than 3 months of time span. Based on your performance during the training joining date will be announced to you.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards (or Labor Standards).

We will notice your behaviour and discipline and at any cause if your behaviour is against the company, we will terminate you without any further notice.

Dr. E. VIJAYAKRISHNA PABANI
B.Tech (Master of Technology)

No 5 (2nd Floor), Jayamoorthy Raja Nagar Main Road,
Mudaliarpet, Puducherry-605004. Phone: 811 00 54 825

www.licreativetechologies.com
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 605 002.



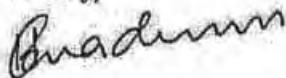
Scanned by CamScanner

LI Creative Technologies

Next Generation Software Developers

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



K. Hemachandiran
Chief Executive Officer
LI Creative Technologies

LI CREATIVE TECHNOLOGIES
No.5, 2nd Floor
Jayamoorthy Raja Nagar Main Road
Mudaliarpet, Puducherry- 605 004
Phone: 8110054825

With the signature below, I accept this offer for employment.

Name _____

Date _____

Terms:

Company may terminate your employment at any time for cause.

After the end of your probationary period, *Company* may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, and any severance pay required by the *Employment Standards Act, 2000* and no more.

Resignation:

Should you wish to resign your employment with *Company*, you will be required to provide *1 month* written notice to enable us transition your work.



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I., M.C.I.I.

No.5 (2nd Floor), Jayamoorthy Raja Nagar Main Road,
Mudaliarpet, Puducherry-605004. Phone: 811 00 54 825

www.licreativetechologies.com

Scanned by CamScanner

Date: 07-02-2019

Dear

Chaukhali T

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on 2019

On the date of joining we would explain you in detail the schedules

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

Thank & Regards

QSPIDERS CAMPUS CONNECT

Mb: 9900075501

USN NO. 15700486

Letter of Intent

Ref: CDSPL/INT 1983/2019

Date: 13-03-2019

Dear **Vaitheeswari B**

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.


We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA.G

HUMAN RESOURCE MANAGER


Dr. E. VIJAYAKRISHNA RAFAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry 607 402.

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

☎ +914429878197

✉ info@coapps.ai

🌐 www.coapps.ai



Placement Cell <placementcell@rgcetpdy.ac.in>

offer conformation letter

Dhanasekaran A <dhanasekaran@amegoems.com>

Sat, Oct 6, 2018 at 8:32 PM

To: vijay.blaze24@gmail.com

Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>, Placement Cell <placementcell@rgcetpdy.ac.in>

Dear Mr. Vijay. J,

We are pleased to offer your the position of **Sales Trainee Manager** for Pondicherry region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO) .

Your employment will be with effect from **5th Sep 2018** with a Pay of INR. 12,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.


Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect . Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV , Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof , without any reason being assigned, clause13.2(b).

ALL THE BEST

Dhansekaran.A
Regional Manager-Pondichery
AMEGO-Your Friend In Need
9787679410
www.amegoems.com

An Initiative of Meadows Knowledge Services Pvt Ltd




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiremampakkam, Puducherry - 607 402.

April 2019

Miss. YUVASHANKARI D
Puducherry.

Dear YUVASHANKARI D,

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year) from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No.47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Puducherry 605008.

Gr. Kaithul



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D (Energy)
M.I.S.T.E., F.I.I.P.E., M.C.B., M.C.I.T.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirmampakkam, Puducherry - 607 402.



Placement Cell <placementcell@rgcetpdy.ac.in>

offer conformation letter

Dhanasekaran A <dhanasekaran@amegoems.com>

Fri, Oct 5, 2018 at 11:38 AM

To: dhivyasmart98@gmail.com

Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>, Placement Cell <placementcell@rgcetpdy.ac.in>

Dear Miss.Dhivyabharathi. B,

We are pleased to offer you the position of **Business development Manager** for Pondicherry region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO).

Your employment will be with effect from **4th Sep 2018** with a Pay of INR. 20,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect . Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV , Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof , without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhanasekaran.A
Regional Manager-Pondichery
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Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005
9787679410
www.amegoems.com



DR. E. VIJAYAKRISHNA RAJAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402.



Offer: Computer Consultancy
Ref: TCSL/DT20184450636/Chennai
Date: 09/10/2018

Ms. Sweta S

Rgcet Girls Hostel Papermills Road,
Pilliyarkuppam,
Puducherry-607403,
Puducherry.
Tel# 91-7550324305

Dear Sweta 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.



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TCSL/DT20184450636

Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT, Mahatma)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Gudallore Main Road,
Krumampakkam, Puducherry - 607 402.

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 2535 Website: www.tcs.com

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

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



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.

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TCSL/DT20184450636



Dr. E. VIJAYAKRISHNA RAPAKA

B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (1985)
M.I.S.T.E., F.I.I.P.E., M.C.S., I.C.S.I.

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 2338 Website: www.tcs.com
(Registered Office: Nirmal Building, 20th Floor, Nariman Point, Mumbai 400 021)
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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,

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TCSL/DT20184450636



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

TCS Career's Service Line: 1800 209 3111 Email: careers@tcs.com



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

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TCSL/DT20184450636



Dr. E. VIJAYAKRISHNA RAO
TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
413/21-24, Kumbharanagar, Sholinganallur, Chennai-600 082, India.
Tel: 91 44 6616 2222 Fax: 91 44 6616 2158 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 093, Tamil Nadu, India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2333 Email: careers@tcs.com

Registered Office: Nirmal Building, 9th Floor, N. Srinivasan Road, Chennai 600 006, India

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



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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kungum Nagar, Sholinganallur, Old Madhavalluram, Chennai-600 078 to Thiru Madu India
Tel: 01 44 6616 2222 Fax: 01 44 6616 2233 Web: www.tcs.com
Registered Office: Nimal Building, 901, Anna Salai, Chennai-600 002
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



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

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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

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Principal,
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Pondy, T. C. S. Road, Main Road,
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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.

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**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.



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10

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**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited


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




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GROSS SALARY SHEET

Annexure 1

Name	Sweta S
Designation	Assistant System Engineer-Trainee
Institute Name	Rajiv Gandhi College Of Engineering & Technology

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

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Annexure 2

Regional Offices

Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore - 560 066 Tel: 080 - 67247000 Fax: 080 - 28410114
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	Delhi Lead -Talent Acquisition Tata Consultancy Services 5 th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad Lead -Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	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
Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	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
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	Thiruvananthapuram Lead -Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499



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Annexure 3

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.

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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 filling 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.

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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.

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[Signature]
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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.

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(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.




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JOINING LETTER

To,

Date: 27-09-2018

STUDENTS OF RGT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an Agency leader/Senior Agency Leader and Group Agency Leader. These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/-, as Demand Draft.

An Agency Leader (AL/SAL/GAL) will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture:

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | :IC38 exam pass Certificate |
| | :Project Completion Certificate |

Regards,

IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



Dr. E. VIJAYAKRISHNA RAPAKA

B.Tech. (Mech.), M.Tech.(Energy), Ph.D
M.I.S.T.E., F.I.I.P.E., M.C.A.

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Rd
Mumambakkam, Puducherry - 605 002

Sl.NO	NAME	MAIL ID
1	PREETHI.M	preethi120598@gmail.com
2	MANIMEGALAI.N	manimegalainatesanr@gmail.com
3	SOUMIYA TAZE.R	soumyataze11697@gmail.com
4	HEMA PRIYA.K	priyahema827@gmail.com
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6	ANBARASAN.K	udhaya.ramamurthy@gmail.com
7	KARTHIK.R	rk421412@gmail.com
8	NIRMAL KUMAR.R	nirmalcool377@gmail.com
9	MOHAMMED AZARUDEEN.J	azar.azarudeen.786@gmail.com
10	SANTHAKUMAR.R.S	santhakumarrs@gmail.com
11	RATHNA MURUGAN.D	rathinam1611@gmail.com
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14	MANIKANDAN.D	manikandan199797@gmail.com
15	AMANULLAH NASER	amannullah3@gmail.com
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17	GOPI.G	goplg9493@gmail.com
18	NAPTHALINE GERARD	naptha28@gmail.com
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20	PADMASHRI SWAMINATHAN	padmashri1025@gmail.com
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22	ARUNKUMAR	vijayarun382@gmail.com
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24	DHIVYA BHARATHI.K	kdhivyaabharathi98@gmail.com
25	ROFINA BEGUM.B	rofinabegum3@gmail.com
26	UMA B	uma3031@gmail.com
27	RAPHAELA JOSEPHINE.A	rephurose27@gmail.com
28	ASHIF FARHAN.S	
29	SHALIMA BEGUM.K	shalimabegum@gmail.com
30	KAVIYAA.R	rkavi2498@gmail.com
31	ARUN.A	arun.ar.2212@gmail.com
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Dr. E. VIJAYAKRISHNA RAFAKA
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 M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
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42	RAJA SEKAR.B	princegugan7871@gmail.com
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45	RAJ VIGNESH.S	rajvignesh2126@gmail.com
46	SRINIVAS GANESH.M	srinivasganesh98@gmail.com
47	PRIYADHARSHINI.J	dharshinijawahar6@gmail.com
48	SHANKAR GANESH.N	shankarganesh0598@gmail.com
49	RAGUL RAJ.M	ragulrajm25@gmail.com
50	BLINDAPRIYADHARSHINI	blindadavid29@gmail.com
51	KEERTHANA J	keerthanajeevanath30@gmail.com
52	INDUREKA RATHIN	indurakarathin@gmail.com
53	JIBIN JOY	joyjibin77@gmail.com
54	JAIGANESH.J	jaiganesh1996@gmail.com
55	PRITHI MUTHUKARUPPAN	prithiselvam@gmail.com
56	THEERTHA.S	theertha487@gmail.com
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59	KIRAN R	kiran.23588@gmail.com
60	ANSARI DURAI SAMY.D	duraiadsboss97@gmail.com
61	THAMIZHARASI.P	tamilrice95@gmail.com
62	ABINAYA GANDHI	abiauthentic@gmail.com
63	MANIBALAN.M	manibalan2013@gmail.com
64	VIJAYANAND.V	vijayanand96msv@gmail.com
65	ASHOK KUMAR.M	ashokmah21@gmail.com
66	VENKADAKRISHNA.C	venkatcy6@gmail.com
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68	NAVEEN.M	naveenjaga142@gmail.com
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Dr. E. VIJAYAKRISHNA RAO
 B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.A.
 PRINCIPAL
 Gandhi College of Engineering & Technology
 Pandey - Cuddalore Main Road,
 Pampakkam, Puducherry - 607 402.

LI Creative Technologies

Next Generation Software Developers

Date: 18/03/2019

Name: **Surya.M**

City: Pondicherry

RE: LETTER OF OFFER OF EMPLOYMENT - *Web Developer*

Dear **Surya.M**,

Following our recent discussions, we are delighted to offer you the position of *Web Developer* with **LI Creative Technologies**. If you join **LI Creative Team**, you will become part of a fast-paced and dedicated team that works together to provide the innovative and creative products in web technology.

As a member of **LI Creative Technologies**, we would ask for your commitment to deliver outstanding quality and results that exceed our team expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *our organization*. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: *Web Developer*

Salary: *Rs. 1,00,000/annum*

Internship Period: *3 Months*

Hours of work: *9 Hours/Day*

There will be an internship program with not more than 3 months of time span. Based on your performance during the training joining date will be announced to you.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards (or Labor Standards).

We will notice your behaviour and discipline and at any cause if your behaviour is against the company, we will terminate you without any further notice.



No.5 (2nd Floor), Jayampoorthy Raja Nagar Main Road,
Mudaliarpet, Puducherry-605004. Phone: 811 00 54 825

www.licreativetechologies.co Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.J.S.T.E., F.I.I.P.E., M.C.S.I.M.C.,

PRINCIPAL

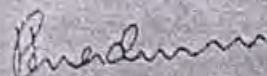
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

LI Creative Technologies

Next Generation Software Developers

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



K. Hemachandiran
Chief Executive Officer
LI Creative Technologies

LI CREATIVE TECHNOLOGIES

No.5, 2nd Floor
Jayamoorthy Raja Nagar Main Road
Mudaliarpai, Puducherry- 605 004
Phone: 8110054825

With the signature below, I accept this offer for employment.

Name _____

Date _____



Terms.

Company may terminate your employment at any time for cause.

After the end of your probationary period, *Company* may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, and any severance pay required by the *Employment Standards Act, 2000* and no more.

Resignation.

Should you wish to resign your employment with *Company*, you will be required to provide 1 month written notice to enable us transition your work.

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech), M.Tech (Energy), Ph.D. (IT-Mech)
M.S.T.E., F.I.P.E., M.C.S., M.C.A.,
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Kirimampakkam, Puducherry - 605 002

No.6 (2nd Floor), Jayamoorthy Raja Nagar Main Road,
Mudaliarpai, Puducherry-605004. Phone: 811 00 54 825

www.llicreativetechnologies.com

May 2019

Miss. AGILA B

Puducherry.

Dear , AGILA B

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.


Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension,
Lawspet, Puducherry - 605008

G. K. K. K.


Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.J M.C.I.I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



Date: 21/03/2019

Dear Mr.D. Ansari Duraisamy,

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office. Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. Probation - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. Resignation - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J.Pushkaladevi
HR Manager



[Signature]
Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: Rajiv Gandhi College of Engineering and Technology
Date: 11-Feb-19

You Are Usha S. V Tech IT (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a Consultant. Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (44A Velachery Main Road, Velayudharam, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities:

- 10 Passport size photographs
- 10th & 12th and UGPG education certificates
- Address & ID Proof: Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate - saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

[Signature]
Authorized Signatory

Sutherland Global Services Pvt. Ltd.
44-A Velachery Main Road,
Velayudharam,
Chennai, Tamil Nadu, PIN 600042

[Signature]
Dr. E. VIJAYAKRISHNAN
B.Tech. (Mech.), M.Tech. (Engg. Design)
M.Sc. S.T.E., F.I.P.R.E., M.C.S. (Information Systems)

Candidate Acceptance
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402





NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NIEVETHA CANDY KALERY.F	B.TECH
2	SURYA D KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.I	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.X	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MAHENDRAN.D	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIVANKA.I	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AISWARYA.M	B.TECH
27	PAVITHRA.X	B.TECH
28	THIRUVARASAN.S	B.TECH



[Signature]
Dr. E. VIJAYAKRISHNAN
B.Tech. (Mech.), M.Tech. (Energy), Ph.D.
M.I.S.T.E., F.I.I.P.E., M.C.O.E. (M.C.E.),
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

29	SHANKAR GANESH N	B. TECH
30	ARUN RATHNARAJ.P	B. TECH
31	POOVENDIRAN.P	B. TECH
32	BOMIDI NIRMAL	B. TECH
33	PRABIR CHANDRA DASH	B. TECH
34	AKSHAYA.K.K	B. TECH
35	JANANI.J	B. TECH
36	KALIDASS.H	B. TECH
37	LALITHASRI.C	B. TECH
38	KAYALVIZHI.K	B. TECH
39	MANJULA.K	B. TECH
40	AUGISTIN PAUL.M	B. TECH
41	KALAIMATHY.V	B. TECH
42	PAVITHRA.K	B. TECH

Recruitment Authority Signature

A Gurumoorthy J
Branch Manager - CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

Date: 21/03/2019

Dear **Ms.K. Dhivyabharathi**,

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office. Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. Probation - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
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Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J.Pushkaladevi
HR Manager


Dr. E. VIJAYAKRISHNA RAPAR
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Man)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.
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Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.





NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

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5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
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11	SHIRAM.M	MBA
12	NAVEEN.M	MBA
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26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



(Signature)
Dr. E. VIJAYAKRISHNA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
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Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
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42	PAVITHRA K	B.TECH

Recruitment Authority Signature

A Gurumoorthy

Branch Manager - CHENNAI

FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD



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27	PAVITHRA.K	B.TECH
28	THIRU VARASAN.S	B.TECH



Dr. E. VIJAYAKRISHNA NAKAKA
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Recruitment Authority Signature

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Branch Manager - CHENNAI
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Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



March 2019

Sub: Your Offer Confirmation for KodNest's CSR Program**KIRAN.R,**

Congratulations! We're happy to welcome you to KodNest Technologies Pvt. Ltd., Bengaluru, as a "Software Development - Intern" under our CSR Program. This program is a step towards empowering aspiring tech professionals like you, offering free training coupled with unlimited placement opportunities.


Please Note the Following Terms and Conditions:


- 1. Completion of Dream Factory :** It's essential that you complete the Dream Factory program before the stipulated deadline. This program is a cornerstone of your training and a prerequisite for maintaining the validity of this offer. Please understand that failure to completing the program within the deadline will result in this offer becoming inactive. We place significant emphasis on the completion of this program as it equips you with the necessary skills and knowledge for a successful start in your learning with KodNest.
- 2. Adherence to KodNest Policies:** You're required to comply with all KodNest policies and procedures. Failure to accept this offer within 15 days will lead to forfeiture of your seat.
- 3. Mandatory Participation in Training and Placement Drives:** You're expected to actively participate in all training and placement opportunities. Emergencies requiring absence must be pre-approved. Non-compliance could lead to termination of this opportunity.


[Signature]
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



 Call / WhatsApp Us
+91 8095 000 123

 E-Mail Us
support@kodnest.com

 Visit Us
www.kodnest.com

4. No Financial Burden: KodNest is committed to offering this program free of charge, with no hidden fees.

5. Policy Violation Consequences: Any policy violation or misconduct can lead to immediate training termination, post-investigation.

6. Training Mode Notification: We will inform you about the training mode (online/offline/hybrid) 15 days before your joining date. Remember, no pending backlogs are allowed at the time of joining.

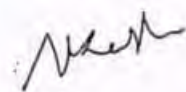
7. Training Materials: KodNest will provide all necessary training materials, including Welcome Kits.

KodNest's CSR & Dream Factory program is an unparalleled opportunity to build a strong foundation for your future in the IT sector. We offer comprehensive learning experiences and extensive placement opportunities. Grab this chance to turn your aspirations into achievements.

Confidentiality Policy: All company-provided documents are to be kept confidential, except when seeking legal advice.

Action Required: Please sign and return a copy of this letter to confirm your acceptance.

We eagerly await your contribution to our mission and your own growth. Welcome aboard, and here's to a successful journey together!



Akash Pandey
CEO, Co-Founder



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402

Accepted

(Signature of the Candidate)



Document Checklist:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.
2. One (1) passport-size photograph.
3. Copy of the PAN (permanent account number) Card, self-attested.
4. Any Govt ID Proof - One copy.


Dr. E. VIJAYAKRISHNA RAPAKA

B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,

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Call / WhatsApp Us
+91 8095 000 123



E-Mail Us
support@kodnest.com



Visit Us
www.kodnest.com

Date: 21/03/2019

Dear Ms. A. Lekha,

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office. Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. **Probation** - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation** - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J.Pushkaladevi
HR Manager

Dr. E. VIJAYAKRISHNA KAPAKA

B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Address)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology

Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402



Dear Miss. Pradeepa. S.

We are pleased to offer you the position of **Sales Trainee Manager** for Pondicherry region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO).

Your employment will be with effect from 4th Sep 2018 with a Pay of INR. 12,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect . Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV , Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof , without any reason being assigned, clause 13.2(b).

Dr. E. VIJAYAKRISHNA RABAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT - Mech.)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.A.A.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 607 402.



Indian Healthcare BPO

OFFER LETTER

To,

RAM PRAGESH P. IIRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical Scribing / Medical Billing executive**, we are pleased to select you for training and placement program.

You have to attend **30 Days of Training** at Chennai location. After completion of this training we will conduct the client assessment for fixing your salary. You can expect the **starting salary from Rs.10000 to Rs.15000 per month** based on your qualification, Job Location, shift timings and this 15 days training performance.

Training Joining Date: 13th May, 2019Training Duration: 30 Hrs (between 13th May to 12th June)

Working Location: Chennai

Required Documents:

1. Resume
2. Photograph 3
3. ID Proof - Aadhar Card
4. Qualification Proof - Course Completion Certificate

NOTE:If unable to join by 13th of May, your offer letter will be cancelled.

Thank you,

Sridhar J
CEO**Dr. E. VIJAYAKRISHNA RAPAKA**B.Tech. (Mech.), M.Tech. (Energy), Ph.D. IIT Madras
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.**PRINCIPAL**Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

#107, 3rd Floor, Usman Road, T Nagar, Chennai - 600017 | Branches: Bangalore, Hyderabad, Vellore & Salem
www.indianhealthcarebpo.com | careers@indianhealthcarebpo.com | Ph: 044 45 495 495 | 9840014983 | 7200035525

ALL THE BEST

Dear Miss Kotina Begum, B7

We are pleased to offer you the position of **Business Development Manager** for Pondicherry region @ **MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)**.

Your employment will be with effect from **4th Sep 2018** with a Pay of INR. 20,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect. Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV, Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.N.I.
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 605 402



Date: 21/03/2019

Dear **Mr.P. Rohan,**

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office. Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. Probation - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. Resignation - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

*J. Pushkaladevi*J.Pushkaladevi
HR Manager*[Signature]*
DR. E. VIJAYAKRISHNA RAPANB.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.**PRINCIPAL**Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.131 N High St., Suite 640, Columbus, OH-43215
Tel : 614-221-2277 Fax : 614-388-5556

www.devcare.com

No.4, Ram Complex, Padasalai Street, Urapakkam
Chennai - 603210 Tel : 044-47431394

Date: 21/03/2019

Dear **Ms.S. Santhiya,**

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office. Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:


1. Probation - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. Resignation - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J. Pushkaladevi
HR Manager


Dr. E. VIJAYAKRISHNA RAPA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT)
M.I.S.T.E., F.I.I.P.E., M.C.S. (M.I.T.)
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



LI Creative Technologies

Next Generation Software Developers

Date: 18/03/2019

Name: **Sivabalasubramaniam**
City: Pondicherry

RE: LETTER OF OFFER OF EMPLOYMENT - Web Developer

Dear Sivabalasubramaniam,

Following our recent discussions, we are delighted to offer you the position of *Web Developer* with *LI Creative Technologies*. If you join *LI Creative Team*, you will become part of a fast-paced and dedicated team that works together to provide the innovative and creative products in web technology.

As a member of *LI Creative Technologies*, we would ask for your commitment to deliver outstanding quality and results that exceed our team expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *our organization*. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: *Web Developer*

Salary: *Rs. 1,00,000/annum*

Internship Period: *3 Months*

Hours of work: *9 Hours/Day*

There will be an internship program with not more than 3 months of time span. Based on your performance during the training joining date will be announced to you.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards (or Labor Standards).

We will notice your behaviour and discipline and at any cause if your behaviour is against the company, we will terminate you without any further notice.

Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT)
M.S.T.E., F.I.I.P.E., M. Sc. (Tech.)
PRINCIPAL

No 5 (2nd Floor), Jayamoorthy Raja Nagar Main Road,
Mudaliarpel, Puducherry-605004. Phone: 811-00-51-8888

www.llicreativetechnologies.com

LI Creative Technologies

Next Generation Software Developers

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

K. Hemachandran
K. Hemachandran
Chief Executive Officer
LI Creative Technologies

LI CREATIVE TECHNOLOGIES

No. 5, 2nd Floor
Jayamoorthy Raja Nagar Main Road
Mudaliarpet, Puducherry- 605 004
Phone: 8110054825

With the signature below, I accept this offer for employment

Name _____

Date _____

Terms.

Company may terminate your employment at any time for cause.

After the end of your probationary period, *Company* may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, and any severance pay required by the *Employment Standards Act, 2000* and no more.

Resignation.

Should you wish to resign your employment with *Company*, you will be required to provide *1* month written notice to enable us transition your work.

Dr. E. VIJAYAKRISHNA KAPARA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 302



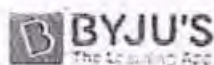
No. 5 (2nd Floor), Jayamoorthy Raja Nagar Main Road,
Mudaliarpet, Puducherry-605004, Phone: 811 00 54 825

www.lcreative technologies.com

Interview Result at BYJU'S

Durre S <durre.shahwaar+14208@byjus.com>
 Reply-to: durre.shahwaar+14208@byjus.com
 To: sristrom23@gmail.com

Tue, Jul 23, 2019 at 2:26 PM



Congratulations

Dear **M.SRI RAMAN,**

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Associate at BYJU'S - The Learning App.**

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 33 million registered students and 2.2 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a **BYJUite** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit <https://www.byjus.com/careers/> for a better insight into the job.

Please make a note of below details to smoothen your onboarding with us:

Date of Joining: 07/29/2019

Role Location: Coimbatore

Fixed CTC: 700000

Variable CTC: 300000

Further details:

Few information regarding your training and reimbursement policies are given below:

[Signature]
Dr. E. VIJAYAKRISHNA RAJAGOPAL
 B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kirumampakkam, Puducherry - 607 402.



Training will be for a period of 4 Weeks which will be initiated at our head office at BANGALORE.

Home

- 1.All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
- 2.**Reporting Time and location:** 9am at 6th floor, Tower D, IBC Knowledge Park, Bannerghata Road, Near Dairy Circle, Bangalore.
- 3.We will share your company accommodation details for the duration of your training at Bangalore (after completing your joining formalities on your reporting day).
- 4.Company will provide accommodation while you are working or training outside of your work/role location.
- 5.Your training performance will be evaluated during your first 8 weeks with us as that will be an incubation period for your new role.
- 6.Business formal or business casual attire is mandatory.
- 7.You would need to arrange your travel to join us at Bangalore. Your travel fare will be reimbursed as per the slabs below:

Zone	Maximum reimbursible amount
South (Karnataka, Tamil Nadu, Kerala, AP, Telangana, Pondicherry, Goa)	1500
Central (Maharashtra, Gujarat, MP, Chattisgarh, Orrisa)	4000
Rest of India (excludes states mentioned above)	5000

Regards,
Team BYJU's

P.S.: In case you have not completed your profile form, please follow below steps.

As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the offer letter.

Step1: Register using the following link: <https://tinyurl.com/BYJUS-BDA>

Step2: Complete your details in 'Application Page'

Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done'.

Please use the following link for the step by step process: <https://d246d4ip740ps.cloudfront.net/1420151115180030/content/20180915/Reg%20Process.docx>

NOTE:

- Kindly complete above mentioned registration process within 24 hours from the time you receive this mail
- Please ignore the mail, if you have already done with above mentioned process.
- Please note without completing the above registration and receiving the offer letter, you are not supposed to report on the date of joining.

man
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 605 402.



Why you should be a
BDA at BYJU'S

LIFE AT BYJU'S

Click here to know
what it means to be a part of the growing BYJU'S family.

AWARDS



ET 40 Under Forty
India's Hottest Business
Leaders Award (2016)

Vocircle
Awards

Education
Company Of
The Year 2016



Winner of
SuperStartUp
2017

Deloitte.

Winner of Deloitte Technology Fast 50 India and
Top 500 Asia Award (2012, 2013, 2014, 2015, 2016)

ET NOW

ET Now Education Excellence Award (2015)



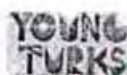
Winner of
Established Education App of
the Year (2017)



Winner of Google Play's
"Best Seller Improvement"
app in India 2016



Winner of ASSOCHAM
SMEs Excellence Award
for Start-up of the Year
2016



Winner of CNBC TV18
Young Turks of the year award



GMA Summit
Award 2016



Reimagine Education
Award 2016
Overall Ed Tech winner
Award for Best
Educational App

Dr. E. VIJAYAKRISHNA

B.Tech. (Mech.), M.Tech. (Energy)
M.I.S.T.E., F.I.I.P.E.

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.





Date: 21/03/2019

Dear **Ms.B. Uma,**

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office. Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. **Probation** - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
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Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkala devi

J.Pushkala devi
HR Manager

[Signature]
Dr. E. VIJAYAKRISHNA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D.
M.I.S.T.E., F.I.I.P.E., M.C.S. (Mech.)
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name - Rajiv Gandhi College of Engineering and Technology
Date - 11-Feb-19

Dear **Uma V** B.Tech-IT (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family.

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)



Note. Please produce this letter at the reception.

Yours sincerely,

Sutherland

J. Gupta
Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. IIT Madras
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.M.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402.

Tel No: +91 44 2351 1844

CIN: U72900TN2008PTC046579

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TATA CONSULTANCY SERVICES



**MADHURIMA
DEBNATH**

Card No 540895
Associate No 2549475

Tata Consultancy Services Ltd.

TCS House, Raveli Street, Fort
Mumbai 400001

Dr. E. VISAYAKRISHNA RAO
B.Tech. (Metall.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S. (India)

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road
Krumampakkam, Puducherry - 607 402

LETTER OF INTENT

March 18, 2019

Dear Madhurima,

Rajiv Gandhi College of Engineering and Technology,
Pondicherry.

We take this opportunity to welcome you to the Excelacom Family.

Congratulations!

We are pleased to inform, that you have been provisionally short-listed for employment with Excelacom as "Programmer Analyst Trainee" as follows. Your initial place of employment will be based in Chennai.

Your Total Emoluments will be Rs.3,00,000/- per annum (Rs.2,75,000 Fixed & Rs.25,000 Variable) which is inclusive of Employment related levies if any applicable as stipulated by the Government.

The final letter of appointment (on Probation basis) will be handed over to you upon joining the services of the company. You are required to sign a service agreement for a period of 3 years on the day of joining Excelacom.

On taking up your appointment, you will be provided with an induction programme to help you settle into your new role.

Details:

Tentative Joining Date	3 rd June / 1 st July 2019
Work Schedule	Monday to Friday working, 9 am to 7 pm
Dress Code	Formals on Weekdays, Business Casuals on Fridays.
Holiday entitlement	As per company Policy in Vogue
Leave entitlement	As per company Policy in Vogue
Office Address	5/DS, Sipcot IT Park, Siruseri - 603103

This offer is conditional upon:

- Completion of Full Stack Java Development refresher course as advised by the company.
- Degree completion with a minimum of 7.0 CGPA.
- Medical Fitness to work.

You are requested to sign and return the scan copy of this letter as a token of your acceptance of the above offer.

For Excelacom Technologies Private Ltd

T. Saravanan
Head - Human Resources



DR. E. S. YAKRISHNA BAPAKA
Principal, Rajiv Gandhi College of Engineering and Technology
Siruseri - 603103, Tamil Nadu
Ph: 0437433111, Fax: 0437433111, Email: info@rgcet.ac.in
www.rgcet.ac.in

5/DS, SIPCOT IT Park, Navalur Post, Siruseri - 603 103, Kanchipuram District, Tamil Nadu, India

Tel: 0437433111 Fax: 0437433111 www.excelacom.in



NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
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6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
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24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



Dr. E. VIJAYAKRISHNA RAKA
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M.I.S.T.E., F.I.I.P.E., M.C.S.J M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 107



JOINING LETTER

Date: 27-09-2018

To,

STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life Insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate Individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft.

An Agency Leader (AL/SAL/GAL) will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

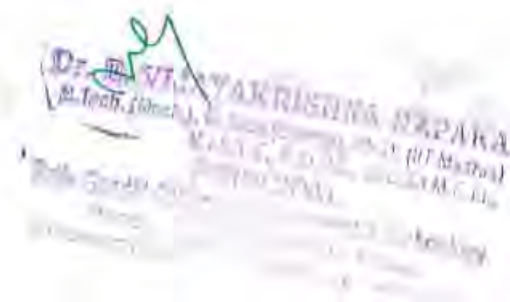
6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|--|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,

**IDBI Federal Life Insurance Co Ltd
Coimbatore Branch**



SI.NO	NAME	MAIL ID
1	PREETHI.M	preethi120598@gmail.com
2	MANIMEGALAI.N	manimegalainatesanr@gmail.com
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4	HEMA PRIYA.K	pryahema827@gmail.com
5	KARTHIKEYAN.S	karthikevanseenu1997@gmail.com
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28	ASHIF FARHAN.S	
29	SHALIMA BEGUM.K	shalimabegum@gmail.com
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36	SUSHMITHAA.S	sushmithaashankar@gmail.com



Dr. E. VIJAYAKRISHNA RAJAKA
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 M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
 PRINCIPAL
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 Kumbakonam, Puducherry - 605 002.

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 M.N.S.T.E., F.I.I.T.E., M.C.S.I.M.C.I.I.,
 PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore (Main Road) ECE 4
 Kurumampakkam, Pudukkottai - 605 007



Sri Marg Human Resource Pvt Ltd

H.O. : No. 9, Muthu Nagar, Poonamallee, Chennai - 600 056.

B.O. : 1st Floor, Near Mosque, Tada Kandriga, SPSR Nellore Dist, Andhra Pradesh-524 401.

ESI Code No. 62510554460011001, EPF Code No. : GRCDP1324786, Service Tax No. : AAOCS5453JSD001

Cell : 9940038516, 9940038515 Tele / Fax : 044-26492336

E-mail : asokansrimarg@gmail.com Web Site : http://www.srimarg.com

Offer Letter

To

The Principal

Rajiv Gandhi College of Engineering and Technology

Dear Sir / Madam

The following Students are provisionally selected for SRI MARG HUMAN RESOURCE, to work at our Client Company M/s MITSUBA SICAL INDIA PVT LTD, Gummidipoondi and Gross salary will be 12,365/- PM

S NO	NAME	DEPT	MOBILE
1	K.PRIYADHARSHINI	EEE	8189899125
2	P.RUTHREASH	EEE	9043196423
3	A.THULASIDHASAN	EEE	9597955307
4	M.SHANMUGA PRIYA	ECE	8220184871
5	R.SRUTHI	ECE	7092080334
6	P.AMRUTHA	ECE	8524950223
7	K.PAVITHRA	ECE	8220015105
8	N.MANIMEGALAI	ECE	7092126996
9	R.PREETHI	ECE	8903232779
10	G V RAVIVARMA	MECH	9788778921
11	D. ADHAVAN	MECH	9597314526
12	M.VISHAL	MECH	8015200435
13	R.HARISH	MECH	9087503461
14	R.DESINGAN	MECH	9600358283

Note:

1. Aspirant must be in suitable BMI range while reporting
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any arrears while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!!

Date: 04-03-2019

Place: RGCET

For SRI MARG HUMAN RESOURCE (P) LTD



Authorized Signatory

Dr. E. VINAYAKAN KAPAKA
B.Tech. (Mech) - Anna University, Chennai (M.Tech. (Mech) - Anna University, Chennai)
M.Sc. (Engg) - Anna University, Chennai
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Corbado Main Road,
Kinnampakkam, Puducherry - 607 402.

Scanned by CamScanner

Ref.No- MPHTH2019-1086

Dear **Anaga Malini S**

College Name : **Rajiv Gandhi College of Engineering And Technology,Pondicherry.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of 'Trainee Associate Software Engineer' in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum**. You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000**.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- o Equal strengths in APPs, ITO and BPO
- o Being a flat, open and communicative organization
- o Organization ethos that encourages, promotes and rewards empowerment
- o Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your training program at Mphasis
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining

Your joining date will be communicated after you clear the above conditions.

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:



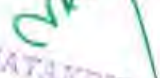
Dr. E. VIJAYAKRISHNA RAJAKA
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PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pandey - Cuddalore Main Road,
 Krumampakkam, Puducherry - 605 002.

- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

Thanks and Regards
Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.




Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech), V. V. Srinivasulu University
Principal
Rajiv Gandhi College of Engineering & Technology
Pondy - Eudalore Main Road,
Kirunampalam, Puducherry - 607 402.



NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

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E. VIJAYABHARATHI
Tech (Mech) Dept
Rajiv Gandhi College of Engineering & Technology
Pondy - Gudalore Main Road,
Kilumampakkam, Puducherry - 607 402.
PRINCIPAL

29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature




A. Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD


Dr. E. VIJAYAKRISHNA RAPA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
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41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature

A. Gurumoorthy

A.Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD



[Signature]
Dr. E. VIJAYAKRISHNA RAPAKA
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Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

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(Indirect Team L1 & L2 -Quarterly)


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| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch




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 M.E.S.T.E., F.I.I.P.E., M.C.S. & C.
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 Pandey - Cuddalore Main Road,
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4	HEMA PRIYA.K	priyahema827@gmail.com
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10-July-2019

Dear Boopitha V,
 B.Tech/B.E., Electronics and Communication Engineering
 Rajiv Gandhi College of Engineering And Technology



Candidate ID – 14340020

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.401,986/-. This includes an annual incentive indication of Rs.22,500/-, as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.450,500/-. This includes an annual incentive indication of Rs.22,500/-, as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

S. Suresh

Suresh Bethavanda

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :



Date:

[Signature]
 Dr. E. VIJAYAKRISHNA RAJAKA
 B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (M.Tech.),
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Rt'd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Annexure A

Name: Boopitha V

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10325	123,900
2	HRA*	6195	74,340
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7129	85,548
Annual Gross Compensation			353,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			376,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Gratuity			6,003
Annual Total Remuneration			401,991

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing PF wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. # Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Contribution to ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965

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Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

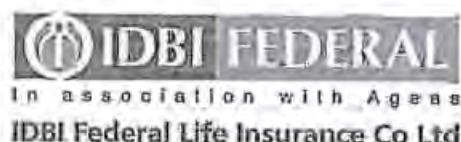
Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details

Home




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JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/-, as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this Internship program will also help you understand corporate culture.

- | | |
|----------------------------|--|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



over

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Principal
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Pondicherry - Coimbatore Main Road,
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The logo of RG CET is a circular emblem. The outer ring contains the text "Rajawade Sansi" at the top and "Rajawade Sansi" at the bottom, separated by a star. The inner circle contains the text "RG CET" in the center.

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Offer: Computer Consultancy
Ref: TCSL/DT20195317509/Chennai
Date: 26/07/2019

Ms. Divya

11 Vinayagar Kovil Street,
Nesavalur Nagar, Lawspet, Near Airport,
Puducherry-605008,
Puducherry.
Tel# 91-8903069717

Dear Divya,

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.



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TCSL/DT20195317509

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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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.

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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.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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Principal, Department of Engineering & Technology
Tamil Nadu Engineering College
Chennai-600 021
Chennai-600 021
Chennai-600 021



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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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10. Service Agreement

11. Overseas International Assignment Agreement

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

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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

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Tata Consultancy Services Limited

4th Floor, 24, K. J. Somaiya Building, Sholinganallur, Old Madhavapuram, Chennai 600 119
 Tel: 44 45 615 2222 Fax: 44 45 615 2222
 E-mail: hr@tcs.com recruitment@tcs.com training@tcs.com
 TCS is an Equal Opportunity Employer. TCS is a 100% Employee Owned Company.



Dr. E. VIJAYAKRISHNA RAO

M.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.

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 Kirumampakkam, Fuducherry - 607 402.

- 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.

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Tata Consultancy Services Limited

191 46 6016 2222 Fax: 46 2555
TCS Career Services Email: TCS 3911 Email: TCS 3911



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Kiruntampakkam, Puducherry - 607 402.

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.

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137/21-49, 2nd, 3rd Floor, Sholinganallur, Old Mahabalipuram, Chennai - 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Web: tataconsultancy.com
Regional Office: 11th Floor, Narayan Point, Mumbai - 400 021
TCS Chennai Sub-office: 13/16, 200 2/11 Email: chennai@tcs.com

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



only
DR. S. THAYAKUDHINA RAPAKA
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TATA CONSULTANCY SERVICES

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Tel: 91 44 6616 2222 Fax: 91 44 6616 2565 Website: www.tcs.com

Reg. Office: 9th Floor, Narayan Point, Chennai 600 021

TCS Ganesan, Service Center 1800 209 3411 Email: ganesan@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Divya
Designation	Assistant System Engineer-Trainee
Institute Name	Rajiv Gandhi College Of Engineering & Technology

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

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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 Tiera, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwade, 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>



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TATA CONSULTANCY SERVICES

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$\frac{\partial^2 \psi}{\partial x^2} = -\frac{1}{2} \left(\frac{\partial^2 \psi}{\partial x^2} + \frac{\partial^2 \psi}{\partial y^2} \right) + \frac{1}{2} \left(\frac{\partial^2 \psi}{\partial x^2} - \frac{\partial^2 \psi}{\partial y^2} \right)$

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Annexure 3

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.



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TEL: 91 44 6616 2222 Fax: 91 44 6616 2553 TOLL FREE: 1800 430 021

Registered Office: 21st Floor, Narayan Pet, 16/17, Madhav Road, 400 021

TCS Careers Helpline: 1800 209 3311 Email: careers@tcs.com

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.



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Tel: 21 44 55 15 2022 Fax: 21 34 60 16 2555 Email: tcs@tcs.com

Registered Office: 150-21-54, Kumbakonam Road, Sholingasalthur, 605 006, Mahabalipuram, Tamil Nadu India

150-21-54, Kumbakonam Road, Sholingasalthur, 605 006, Mahabalipuram, Tamil Nadu India

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.



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Gumampakkam, Puducherry - 605 402.
04.12.21

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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.



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People: People's Building, 5th Floor, Nariman

Point, Mumbai 400 021 India Tel: 022 2555 1111 Fax: 022 2555 1112

Principal, Noduniois

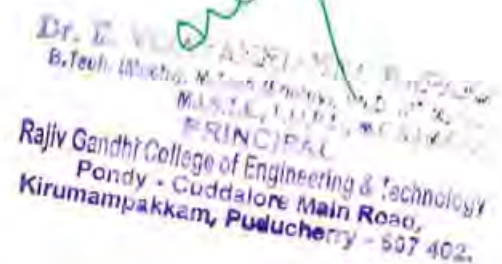
Principal, Noduniois

Principal, Noduniois

Principal, Noduniois

(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.

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.



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 Tel: 91 44 24 15 2722 Fax: 91 44 24 2555 Web: www.iaec.org
 Registered & Chartered Bodies, 2, Anna Nagar, Chennai, India
 IAS Consultants - Periodicals Tel: 91 44 24 15 2722 Email: ias@iaec.org



Date: 21/03/2019

Dear **Ms.V.Gayathri**,

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office, Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. **Probation** - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation** - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J.Pushkaladevi
HR Manager



Dr. E. VIJAYAKRISHNA RAJAK
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M.B.S.T.E., F.I.I.P.E., M.C.S.I. M.G.U.
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Kilimampakkam, Puducherry - 607 402

hiring@integra.co.in

Reg., Integra - RGCET Shortlisted List Inbox X

Hiring, Integra-PDY, IN
to me, Integra-PDY, +

Dear Mr. Sedhumadhavan,

It was glad to have campus drive at Rajiv Gandhi college of Engineering and Technology, we are happy to announce the final selected list of students from your college,

Find below the list of candidate selected (Considering that they have NIL Arrears), let us know if any of the students in below list are with Arrears.

S.no	Candidate Name	College Name	HR Interview	Selected On	Work Location
1	Gowtham M	Rajiv Gandhi	Selected	13-12-2018	Pondy
2	Jency Sagayarani	Rajiv Gandhi	Selected	13-12-2018	Pondy
3	Indureka	Rajiv Gandhi	Selected	13-12-2018	Pondy
4	Janani R	Rajiv Gandhi	Selected	13-12-2018	Pondy
5	Jaiganesh	Rajiv Gandhi	Selected	13-12-2018	Pondy
6	Gayathri V	Rajiv Gandhi	Selected	13-12-2018	Pondy
7	Anaga Malini	Rajiv Gandhi	Selected	13-12-2018	Pondy
8	Sushmitha	Rajiv Gandhi	Selected	13-12-2018	Pondy
9	Raphsela Josephine	Rajiv Gandhi	Selected	13-12-2018	Pondy
10	Giridharan	Rajiv Gandhi	Selected	13-12-2018	Pondy

Kindly share the confirmation from the students before Friday and update us. Offer letters will be sent in a day or two.

Feel free to reach us for any details if required.

Regards

Uma

Executive - HR

Integra Software Services Pvt Ltd



Dr. B. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 607 402.



Date: 21/03/2019

Dear Mr. Guru Aravindhani Sakthivel,

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office, Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. Probation - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. Resignation - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J. Pushkaladevi
HR Manager



[Signature]
Dr. E. VIJAYAKRISHNA RAPA
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JOINING LETTER

Date: 27-09-2018

To,

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(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

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| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics,
Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,

IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



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Regards,
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Coimbatore Branch



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SUTHERLAND
PROVISIONAL OFFER LETTER

Campus Name: **RGCET,**

Date: **15/1/19**

Dear

Kalpana - J

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a 'Consultant'. Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagar, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception,

Yours sincerely,

Sutherland

A. P. Kari
Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt Ltd
45 A, Velachery Main Road
Vijayanagar
Chennai Tamilnadu PIN 600042



Tel No +91 44 4391 7664

CIN: U72200TN2000PTC046578

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Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 605 002.



JOINING LETTER

To,

Date: 27-09-2018

STUDENTS OF RIT

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(Indirect Team L1 & L2 -Quarterly)

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Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



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 Principal
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Date: 21/03/2019

Dear Ms.R.Karthika,

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office, Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. Probation - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. Resignation - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J.Pushkaladevi
HR Manager





JOINING LETTER

Date: 27-09-2018

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Regards,
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Coimbatore Branch



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CALL LETTER

Date: 07 02 2019

 Dear Mankandan Chandapani

We are happy to inform you that you have been short listed in our screening test.
 Training in our Incubation centre starts on2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java, Manual Testing, SQL & Aptitude.
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.



Thank & Regards
 QSPIDERS CAMPUS CONNECT
 Mb: 9900075501

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JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an Agency leader/Senior Agency Leader and Group Agency Leader. These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/-, as Demand Draft.

An Agency Leader (AL/SAL/GAL) will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|--|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,
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Coimbatore Branch



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SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : **RGCEET**,

Date : 15/1/19

Dear **Matrina Agnes Devakinubai - T**
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a 'Consultant'. Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagar, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof (Ration card, Driving license/Passport, PAN Card, Voter ID, Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd
 45-A Velachery Main Road
 Vijayanagar
 Chennai - Tamil Nadu, PIN 600042



Tel: +91 44 4101 7884

GIN/U72200TN2005PTCQ35518

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NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

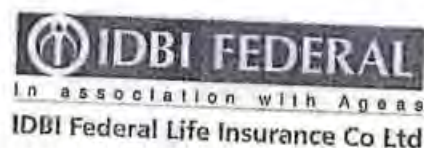
SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



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Pradhyak - S



JOINING LETTER

To,
STUDENTS OF RIT

Date: 27-09-2018

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an Agency leader/Senior Agency Leader and Group Agency Leader. These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft.

An Agency Leader (AL/SAL/GAL) will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
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3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader (Indirect Team L1 & L2 -Quarterly)
6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | IC38 exam pass Certificate |
| | Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



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Global Solution Centre

January 07, 2019

Offer No: SG12724

Ms. Preetha P

No. 5, 6th Cross

Periyar Nagar

Nellithode

Puducherry - 605005

Dear Preetha,

Sub: Offer for Appointment as "Software Engineer":

Further to the interviews you have had with us, we are pleased to offer you a position as "Software Engineer" in the level of "CL9" in Societe Generale Global Solution Centre, Bangalore.

You are expected to report for duty on or before July 22, 2019, at 9:30 am failing which this offer of employment stands withdrawn.

Your annual basic salary will be Rs.185,000/- (Rupees One Lakh Eighty Five Thousand Only). In addition, you will be entitled to other benefits as per the Company's compensation policy.

However, your appointment with SG GSC is subject to you passing your final exams & having an overall minimum aggregate of 60%, failing which the Company reserves the right to terminate your employment, without any notice & with immediate effect on announcement of results.

Please arrange to produce the following documents for our records at the time of joining:

1. Relieving letter or Resignation acceptance with last working date and emp code (Hardcopy or email) mandatory
2. Service certificates and last 3 months salary slips from your current employer
3. 10 PP Photographs

Kindly sign a copy of this letter as a token of your acceptance of our offer and return to us for our records.

Looking forward to a long and fruitful association with you.

Yours faithfully,

For Societe Generale Global Solution Centre Pvt Ltd,



Jatinder Salwan
Head – Talent Acquisition



Accepted:

Signature:

Date:

Dr. E. VIJAYAKRISHNA RAFAKA

B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)

M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology

No. 100, Cuddalore Main Road,

Kilumampakkam, Puducherry - 605 003

Societe Generale Global Solution Centre Pvt.Ltd.,
"Voyager" Building, 10th Floor,
Ascendas ITPB SEZ,
International Tech Park, Bangalore
Whitefield Road, Bangalore 560 066, India.
CIN No. U72200KA2000PTC027232

Tel: + 91 80 2809 5000
Fax: + 91 80 2809 5400
www.socgen.com
www.socgensolutions.com

D-ND/C-TA



Global Solution Centre

Name : Preetha P
Level : CL9
Role Title : Software Engineer

Basic : Rs. 15,417/- p.m

Other benefits as per company's compensation policy : Rs. 15,417/- p.m

Your monthly gross salary (basic + cash allowances) will be Rs. 30,833/- p.m

Reimbursements:

You will be entitled to reimbursement as per the benefit plans of the company:

All reimbursements will be governed by the Income Tax laws in place and as may be amended from time to time.

Other benefits:

1. You will be entitled to Provident Fund and Gratuity as per schemes formulated by the company.
2. Food Coupons valued for Rs.1000/- p.m.
3. You may avail of bus facilities or Company arranged transport as applicable.
4. Those utilizing their own transport will be given a conveyance allowance of Rs.1400/- p.m.
5. You will be entitled to a variable pay based on individual and Group's performance for the year. Payment of this amount is at the absolute discretion of the company.
6. You hereby acknowledge that this offer is subject to a background verification to be conducted by the company. On background verification, if any personal information provided by you is found to be false, the company at its discretion may terminate your services with immediate effect.
7. A night shift allowance is entitled to employees working outside the general shift. The allowance payout would be as per the Company policy guidelines.



Accepted

Dr. E. VIJAYAKRISHNA RAPAKA
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Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

Global Solution Centre

Name : Preetha P
Level : OL9
Role Title : Software Engineer

Annexure: Salary Entitlement - 2019

S. No.	Salary Components	Amount in INR Per Annum
1	Basic	185,000
2	Cash Allowances	185,000
	House Rent Allowance (max 40% of Basic Salary for Non Metro & max 50% of Basic Salary for Metro) Leave Travel Assistance (max 30000/- per annum) Additional Food Coupons (max 14400/- per annum) Children Education Allowances (max 2400/- per annum) Balance of allowances will be paid as Taxable Allowances	
4	Provident Fund	22,200
5	Gratuity	8,899
	Total Fixed Salary	401,099
6	Variable Pay *	30,833
	Total Salary	431,932

Note:

a. Variable Pay *

You will be entitled to a variable pay based on your individual and the Group's performance for the year. Should you join us between October 01st and December 31st of the year, your entitlement to variable pay will commence from the beginning of the subsequent calendar year. Disbursement of variable pay, which is at the absolute discretion of the company, is along with the payroll for the month of March, in the following year.

b. Benefits

i. (You would be entitled to avail the below mentioned benefits, which is governed by the prevailing company policies)

Detail

Maximum Coverage Amount

a. Food Coupons (per annum)

12,000

b. Bus Pass/Parking/Others (per annum)

16,800

ii. Insurance Benefit for Health and Personal Accident Cover - applicable as per company policy.

Detail

Maximum Coverage Amount

a. Group Mediciam (coverage for self, spouse, child and parents)
Top up option is available for Group Mediciam (Family Floater basis)
at subsidized premium borne by the employee (1 lakh, 2 lakhs & 3 lakhs)

300,000

b. Group Personal Accident (Coverage for self only)

500,000

c. Group Term Life Insurance (Coverage for self only)

1,100,000

IV.

Relocation Assistance

a. Second class air-conditioned train fare from their existing work location for themselves and their family, i.e. spouse, children and dependent parents.

b. One time relocation/settling allowance of INR 20000

c. Lodging expenses for up to 21 days in a company approved guest house for self and family for relocation



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JOINING LETTER

To,
STUDENTS OF RIT

Date: 27-09-2018

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| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



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Home

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B.O. : 1st Floor, Near Mosque, Tada Kandriga, SPSR Nellore Dist, Andhra Pradesh-524 401.

ESI Code No. 62510554460011001, EPF Code No. : GRCDP1324786, Service Tax No. : AAOC55453JSD001

Cell : 9940038516, 9940038515 Tele / Fax : 044-26492336

E-mail : asokansrimarg@gmail.com Web Site : http://www.srimarg.com

Offer Letter

To

The Principal
Rajiv Gandhi College of Engineering and Technology

Dear Sir / Madam

The following Students are provisionally selected for SRI MARG HUMAN RESOURCE, to work at our Client Company M/s MITSUBA SICAL INDIA PVT LTD, Gummidipoondi and Gross salary will be 12,365/- PM

S NO	NAME	DEPT	MOBILE
1	K.PRIYADHARSHINI	EEE	8189899125
2	P.RUTHREASH	EEE	9043196423
3	A.THULASIDHASAN	EEE	9597955307
4	M.SHANMUGA PRIYA	ECE	8220184871
5	R.SRUTHI	ECE	7092080334
6	P.AMRUTHA	ECE	8524950223
7	K.PAVITHRA	ECE	8220015105
8	N.MANIMEGALAI	ECE	7092126996
9	R.PREETHI	ECE	8903232779
10	G V RAVIVARMA	MECH	9788778921
11	D. ADHAVAN	MECH	9597314526
12	M.VISHAL	MECH	8015200435
13	R.HARISH	MECH	9087503461
14	R.DESINGAN	MECH	9600358283

Note:

1. Aspirant must be in suitable BMI range while reporting
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any arrears while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!!

Date: 04-03-2019

Place: RGCET

For SRI MARG HUMAN RESOURCE (P) LTD



Authorized Signatory

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Mumampakkam, Puducherry - 607 402.

Scanned by CamScanner



JOINING LETTER

To,
STUDENTS OF RIT

Date: 27-09-2018

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

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2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|--|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Colombatore Branch



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 Kirumampakkam, Puducherry - 607 402.

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 Pondy - Cuddalore Main Road,
 Kirunampakkam, Puducherry - 607 002.



NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AIWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH

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PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A. Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD



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Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

CALL LETTER

Date: 07-02-2019

Dear Rajeshwari S

We are happy to Inform you that you have been short listed in our screening test.
Training in our incubation centre starts on2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java, Manual Testing, SQL & Aptitude.
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9900075501



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PRINCIPAL
USN NO
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



JOINING LETTER

To,

STUDENTS OF RIT

Date: 27-09-2018

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

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5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

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|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
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Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



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IC38 exam pass Certificate
Project Completion Certificate |

Regards,
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Coimbatore Branch



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Dr. E. VIJAYAKRISHNA RAPAKA

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PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



Offer: Computer Consultancy
Ref: TCSL/DT20184452638/Chennai
Date: 09/10/2018

Ms. Regina D

No:54Angalamman Koil Street,,
Nallavadu,
Puducherry-605007,
Puducherry.
Tel# 91-9865673165

Dear Regina D,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements 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.

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Tata Consultancy Services Limited

4, 2011-24 RA N. S. Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 081, Tamil Nadu
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nandambur Building, 20th Floor, Narayanapuram, Madurai - 625 002
TCS Career Section Tel: 91 2020 2911 Email: careers@tcs.com

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Kilumampakkam, Puducherry - 607 402.



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.

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Marappakkam, Puducherry - 607 402

Head Office: 100, Naraina, New Delhi - 110028
Regional Office: 100, Naraina, New Delhi - 110028
TCS Global Service Centre: 100, Naraina, New Delhi - 110028



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,

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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

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Tata Consultancy Services, Bangalore, India

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TCS Support Centre: 1800 209 3311 Email: techsupport@tcs.com

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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

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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

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615, 617, 619, 621, 623, 625, 627, 629, 631, 633, 635, 637, 639, 641, 643, 645, 647, 649, 651, 653, 655, 657, 659, 661, 663, 665, 667, 669, 671, 673, 675, 677, 679, 681, 683, 685, 687, 689, 691, 693, 695, 697, 699, 701, 703, 705, 707, 709, 711, 713, 715, 717, 719, 721, 723, 725, 727, 729, 731, 733, 735, 737, 739, 741, 743, 745, 747, 749, 751, 753, 755, 757, 759, 761, 763, 765, 767, 769, 771, 773, 775, 777, 779, 781, 783, 785, 787, 789, 791, 793, 795, 797, 799, 801, 803, 805, 807, 809, 811, 813, 815, 817, 819, 821, 823, 825, 827, 829, 831, 833, 835, 837, 839, 841, 843, 845, 847, 849, 851, 853, 855, 857, 859, 861, 863, 865, 867, 869, 871, 873, 875, 877, 879, 881, 883, 885, 887, 889, 891, 893, 895, 897, 899, 901, 903, 905, 907, 909, 911, 913, 915, 917, 919, 921, 923, 925, 927, 929, 931, 933, 935, 937, 939, 941, 943, 945, 947, 949, 951, 953, 955, 957, 959, 961, 963, 965, 967, 969, 971, 973, 975, 977, 979, 981, 983, 985, 987, 989, 991, 993, 995, 997, 999, 1001, 1003, 1005, 1007, 1009, 1011, 1013, 1015, 1017, 1019, 1021, 1023, 1025, 1027, 1029, 1031, 1033, 1035, 1037, 1039, 1041, 1043, 1045, 1047, 1049, 1051, 1053, 1055, 1057, 1059, 1061, 1063, 1065, 1067, 1069, 1071, 1073, 1075, 1077, 1079, 1081, 1083, 1085, 1087, 1089, 1091, 1093, 1095, 1097, 1099, 1101, 1103, 1105, 1107, 1109, 1111, 1113, 1115, 1117, 1119, 1121, 1123, 1125, 1127, 1129, 1131, 1133, 1135, 1137, 1139, 1141, 1143, 1145, 1147, 1149, 1151, 1153, 1155, 1157, 1159, 1161, 1163, 1165, 1167, 1169, 1171, 1173, 1175, 1177, 1179, 1181, 1183, 1185, 1187, 1189, 1191, 1193, 1195, 1197, 1199, 1201, 1203, 1205, 1207, 1209, 1211, 1213, 1215, 1217, 1219, 1221, 1223, 1225, 1227, 1229, 1231, 1233, 1235, 1237, 1239, 1241, 1243, 1245, 1247, 1249, 1251, 1253, 1255, 1257, 1259, 1261, 1263, 1265, 1267, 1269, 1271, 1273, 1275, 1277, 1279, 1281, 1283, 1285, 1287, 1289, 1291, 1293, 1295, 1297, 1299, 1301, 1303, 1305, 1307, 1309, 1311, 1313, 1315, 1317, 1319, 1321, 1323, 1325, 1327, 1329, 1331, 1333, 1335, 1337, 1339, 1341, 1343, 1345, 1347, 1349, 1351, 1353, 1355, 1357, 1359, 1361, 1363, 1365, 1367, 1369, 1371, 1373, 1375, 1377, 1379, 1381, 1383, 1385, 1387, 1389, 1391, 1393, 1395, 1397, 1399, 1401, 1403, 1405, 1407, 1409, 1411, 1413, 1415, 1417, 1419, 1421, 1423, 1425, 1427, 1429, 1431, 1433, 1435, 1437, 1439, 1441, 1443, 1445, 1447, 1449, 1451, 1453, 1455, 1457, 1459, 1461, 1463, 1465, 1467, 1469, 1471, 1473, 1475, 1477, 1479, 1481, 1483, 1485, 1487, 1489, 1491, 1493, 1495, 1497, 1499, 1501, 1503, 1505, 1507, 1509, 1511, 1513, 1515, 1517, 1519, 1521, 1523, 1525, 1527, 1529, 1531, 1533, 1535, 1537, 1539, 1541, 1543, 1545, 1547, 1549, 1551, 1553, 1555, 1557, 1559, 1561, 1563, 1565, 1567, 1569, 1571, 1573, 1575, 1577, 1579, 1581, 1583, 1585, 1587, 1589, 1591, 1593, 1595, 1597, 1599, 1601, 1603, 1605, 1607, 1609, 1611, 1613, 1615, 1617, 1619, 1621, 1623, 1625, 1627, 1629, 1631, 1633, 1635, 1637, 1639, 1641, 1643, 1645, 1647, 1649, 1651, 1653, 1655, 1657, 1659, 1661, 1663, 1665, 1667, 1669, 1671, 1673, 1675, 1677, 1679, 1681, 1683, 1685, 1687, 1689, 1691, 1693, 1695, 1697, 1699, 1701, 1703, 1705, 1707, 1709, 1711, 1713, 1715, 1717, 1719, 1721, 1723, 1725, 1727, 1729, 1731, 1733, 1735, 1737, 1739, 1741, 1743, 1745, 1747, 1749, 1751, 1753, 1755, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1771, 1773, 1775, 1777, 1779, 1781, 1783, 1785, 1787, 1789, 1791, 1793, 1795, 1797, 1799, 1801, 1803, 1805, 1807, 1809, 1811, 1813, 1815, 1817, 1819, 1821, 1823, 1825, 1827, 1829, 1831, 1833, 1835, 1837, 1839, 1841, 1843, 1845, 1847, 1849, 1851, 1853, 1855, 1857, 1859, 1861, 1863, 1865, 1867, 1869, 1871, 1873, 1875, 1877, 1879, 1881, 1883, 1885, 1887, 1889, 1891, 1893, 1895, 1897, 1899, 1901, 1903, 1905, 1907, 1909, 1911, 1913, 1915, 1917, 1919, 1921, 1923, 1925, 1927, 1929, 1931, 1933, 1935, 1937, 1939, 1941, 1943, 1945, 1947, 1949, 1951, 1953, 1955, 1957, 1959, 1961, 1963, 1965, 1967, 1969, 1971, 1973, 1975, 1977, 1979, 1981, 1983, 1985, 1987, 1989, 1991, 1993, 1995, 1997, 1999, 2001, 2003, 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019, 2021, 2023, 2025, 2027, 2029, 2031, 2033, 2035, 2037, 2039, 2041, 2043, 2045, 2047, 2049, 2051, 2053, 2055, 2057, 2059, 2061, 2063, 2065, 2067, 2069, 2071, 2073, 2075, 2077, 2079, 2081, 2083, 2085, 2087, 2089, 2091, 2093, 2095, 2097, 2099, 2101, 2103, 2105, 2107, 2109, 2111, 2113, 2115, 2117, 2119, 2121, 2123, 2125, 2127, 2129, 2131, 2133, 2135, 2137, 2139, 2141, 2143, 2145, 2147, 2149, 2151, 2153, 2155, 2157, 2159, 2161, 2163, 2165, 2167, 2169, 2171, 2173, 2175, 2177, 2179, 2181, 2183, 2185, 2187, 2189, 2191, 2193, 2195, 2197, 2199, 2201, 2203, 2205, 2207, 2209, 2211, 2213, 2215, 2217, 2219, 2221, 2223, 2225, 2227, 2229, 2231, 2233, 2235, 2237, 2239, 2241, 2243, 2245, 2247, 2249, 2251, 2253, 2255, 2257, 2259, 2261, 2263, 2265, 2267, 2269, 2271, 2273, 2275, 2277, 2279, 2281, 2283, 2285, 2287, 2289, 2291, 2293, 2295, 2297, 2299, 2301, 2303, 2305, 2307, 2309, 2311, 2313, 2315, 2317, 2319, 2321, 2323, 2325, 2327, 2329, 2331, 2333, 2335, 2337, 2339, 2341, 2343, 2345, 2347, 2349, 2351, 2353, 2355, 2357, 2359, 2361, 2363, 2365, 2367, 2369, 2371, 2373, 2375, 2377, 2379, 2381, 2383, 2385, 2387, 2389, 2391, 2393, 2395, 2397, 2399, 2401, 2403, 2405, 2407, 2409, 2411, 2413, 2415, 2417, 2419, 2421, 2423, 2425, 2427, 2429, 2431, 2433, 2435, 2437, 2439, 2441, 2443, 2445, 2447, 2449, 2451, 2453, 2455, 2457, 2459, 2461, 2463, 2465, 2467, 2469, 2471, 2473, 2475, 2477, 2479, 2481, 2483, 2485, 2487, 2489, 2491, 2493, 2495, 2497, 2499, 2501, 2503, 2505, 2507, 2509, 2511, 2513, 2515, 2517, 2519, 2521, 2523, 2525, 2527, 2529, 2531, 2533, 2535, 2537, 2539, 2541, 2543, 2545, 2547, 2549, 2551, 2553, 2555, 2557, 2559, 2561, 2563, 2565, 2567, 2569, 2571, 2573, 2575, 2577, 2579, 2581, 2583, 2585, 2587, 2589, 2591, 2593, 2595, 2597, 2599, 2601, 2603, 2605, 2607, 2609, 2611, 2613, 2615, 2617, 2619, 2621, 2623, 2625, 2627, 2629, 2631, 2633, 2635, 2637, 2639, 2641, 2643, 2645, 2647, 2649, 2651, 2653, 2655, 2657, 2659, 2661, 2663, 2665, 2667, 2669, 2671, 2673, 2675, 2677, 2679, 2681, 2683, 2685, 2687, 2689, 2691, 2693, 2695, 2697, 2699, 2701, 2703, 2705, 2707, 2709, 2711, 2713, 2715, 2717, 2719, 2721, 2723, 2725, 2727, 2729, 2731, 2733, 2735, 2737, 2739, 2741, 2743, 2745, 2747, 2749, 2751, 2753, 2755, 2757, 2759, 2761, 2763, 2765, 2767, 2769, 2771, 2773, 2775, 2777, 2779, 2781, 2783, 2785, 2787, 2789, 2791, 2793, 2795, 2797, 2799, 2801, 2803, 2805, 2807, 2809, 2811, 2813, 2815, 2817, 2819, 2821, 2823, 2825, 2827, 2829, 2831, 2833, 2835, 2837, 2839, 2841, 2843, 2845, 2847, 2849, 2851, 2853, 2855, 2857, 2859, 2861, 2863, 2865, 2867, 2869, 2871, 2873, 2875, 2877, 2879, 2881, 2883, 2885, 2887, 2889, 2891, 2893, 2895, 2897, 2899, 2901, 2903, 2905, 2907, 2909, 2911, 2913, 2915, 2917, 2919, 2921, 2923, 2925, 2927, 2929, 2931, 2933, 2935, 2937, 2939, 2941, 2943, 2945, 2947, 2949, 2951, 2953, 2955, 2957, 2959, 2961, 2963, 2965, 2967, 2969, 2971, 2973, 2975, 2977, 2979, 2981, 2983, 2985, 2987, 2989, 2991, 2993, 2995, 2997, 2999, 3001, 3003, 3005, 3007, 3009, 3011, 3013, 3015, 3017, 3019, 3021, 3023, 3025, 3027, 3029, 3031, 3033, 3035, 3037, 3039, 3041, 3043, 3045, 3047, 3049, 3051, 3053, 3055, 3057, 3059, 3061, 3063, 3065, 3067, 3069, 3071, 3073, 3075, 3077, 3079, 3081, 3083, 3085, 3087, 3089, 3091, 3093, 3095, 3097, 3099, 3101, 3103, 3105, 3107, 3109, 3111, 3113, 3115, 3117, 3119, 3121, 3123, 3125, 3127, 3129, 3131, 3133, 3135, 3137, 3139, 3141, 3143, 3145, 3147, 3149, 3151, 3153, 3155, 3157, 3159, 3161, 3163, 3165, 3167, 3169, 3171, 3173, 3175, 3177, 3179, 3181, 3183, 3185, 3187, 3189, 3191, 3193, 3195, 3197, 3199, 3201, 3203, 3205, 3207, 3209, 3211, 3213, 3215, 3217, 3219, 3221, 3223, 3225, 3227, 3229, 3231, 3233, 3235, 3237, 3239, 3241, 3243, 3245, 3247, 3249, 3251, 3253, 3255, 3257, 3259, 3261, 3263, 3265, 3267, 3269, 3271, 3273, 3275, 3277, 3279, 3281, 3283, 3285, 3287, 3289, 3291, 3293, 3295, 3297, 3299, 3301, 3303, 3305, 3307, 3309, 3311, 3313, 3315, 3317, 3319, 3321, 3323, 3325, 3327, 3329, 3331, 3333, 3335, 3337, 3339, 3341, 3343, 3345, 3347, 3349, 3351, 3353, 3355, 3357, 3359, 3361, 3363, 3365, 3367, 3369, 3371, 3373, 3375, 3377, 3379, 3381, 3383, 3385, 3387, 3389, 3391, 3393, 3395, 3397, 3399, 3401, 3403, 3405, 3407, 3409, 3411, 3413, 3415, 3417, 3419, 3421, 3423, 3425, 3427, 3429, 3431, 3433, 3435, 3437, 3439, 3441, 3443, 3445, 3447, 3449, 3451, 3453, 3455, 3457, 3459, 3461, 3463, 3465, 3467, 3469, 3471, 3473, 3475, 3477, 3479, 3481, 3483, 3485, 3487, 3489, 3491, 3493, 3495, 3497, 3499, 3501, 3503, 3505, 3507, 3509, 3511, 3513, 3515, 3517, 3519, 3521, 3523, 3525, 3527, 3529, 3531, 3533, 3535, 3537, 3539, 3541, 3543, 3545, 3547, 3549, 3551, 3553, 3555, 3557, 3559, 3561, 3563, 3565, 3567, 3569, 3571, 3573, 3575, 3577, 3579, 3581, 3583, 3585, 3587, 3589, 3591, 3593, 3595, 3597, 3599, 3601, 3603, 3605, 3607, 3609, 3611, 3613, 3615, 3617, 3619, 3621, 3623, 3625, 3627, 3629, 3631, 3633, 3635, 3637, 3639, 3641, 3643, 3645, 3647, 3649, 3651, 3653, 3655, 3657, 3659, 3661, 3663, 3665, 3667, 3669, 3671, 3673, 3675, 3677, 3679, 3681, 3683, 3685, 3687, 3689, 3691, 3693, 3695, 3697, 3699, 3701, 3703, 3705, 3707, 3709, 3711, 3713, 3715, 3717, 3719, 3721, 3723, 3725, 3727, 3729, 3731, 3733, 3735, 3737, 3739, 3741, 3743, 3745, 3747, 3749, 3751, 3753, 3755, 3757, 3759, 3761, 3763, 3765, 3767, 3769, 3771, 3773, 3775, 3777, 3779, 3781, 3783, 3785, 3787, 3789, 3791, 3793, 3795, 3797, 3799, 3801, 3803, 3805, 3807, 3809, 3811, 3813, 3815, 3817, 3819, 3821, 3823, 3825, 3827, 3829, 3831, 3833, 3835, 3837, 3839, 3841, 3843, 3845, 3847, 3849, 3851, 3853, 3855, 3857, 3859, 3861, 3863, 3865, 3867, 3869, 3871, 3873, 3875, 3877, 3879, 3881, 3883, 3885, 3887, 3889, 3891, 3893, 3895, 3897, 3899, 3901, 3903, 3905, 3907, 3909, 3911, 3913, 3915, 3917, 3919, 3921, 3923, 3925, 3927, 3929, 3931, 3933, 3935, 3937, 3939, 3941, 3943, 3945, 3947, 3949, 3951, 3953, 3955, 3957, 3959, 3961, 3963, 3965, 3967, 3969, 3971, 3973, 3975, 3977, 3979, 3981, 3983, 3985, 3987, 3989, 3991, 3993, 3995, 3997, 3999, 4001, 4003, 4005, 4007, 4009, 4011, 4013, 4015, 4017, 4019, 4021, 4023, 4025, 4027, 4029, 4031, 4033, 4035, 4037, 4039, 4041, 4043, 4045



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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Dr. E. VIJAYAKRISHNA RAKA
T. 01 44 5515 2222 Fax: 01 44 5515 2555
Registered Office: 10th Floor, TCS Building, 100th Street, Anna Nagar, Chennai - 600 082
TCS Chennai Telephone: 1 800 300 2711



Principal
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Karambakkam, Puducherry - 607 402.

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.

15. Retirement

16. Pre-employment Medical Certificate

17. Employment of Non Indian Citizens

18. Background Check

19. Submission of Documents

- Permanent Account Number (PAN) Card

- Standard X and XII mark sheets equivalent

- Degree certificate and mark sheets for all semesters

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

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407-418 = 90 = 30 × 3. The number of combinations of three different numbers from 1 to 30 is

[illegible]

REGULAR

DR. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.J.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.I.,
PRINCIPAL
Engineering & Technology

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Rajiv Gandhi College of Engineering & Technology
Pondy Cuddalore Main Road,
Ambakkam, Puducherry - 607 402.

- 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.

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TATA CONSULTANCY SERVICES LIMITED
Tata Consultancy Services Limited


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TCS Center, 100, Naraina, New Delhi - 110028
TCS Center, 100, Naraina, New Delhi - 110028



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Pondy Cuddalore Main Road,
Gumampakkam, Puducherry - 607 402.

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.


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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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Tel: 91 44 6616 3222 Fax: 91 44 6616 2555 Web: www.tcs.com

TCS Office: 301, First Floor, Narayan Point, Ch. Bldg, Narayan Point, Mumbai 400 021

TCS Career Service Line: 1800 700 3111 Email: careers@tcs.com

Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



K Ganesan
Global Head Talent Acquisition & AIP



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

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



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TCS Office: 100th Anniversary Building, TCS House, Narayanapuram, Mumbai 400 021
TCS Careers Section: Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name: Regina D
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. 7,900 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

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Annexure 2

Regional Offices

Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore - 560 066 Tel: 080 - 67247000 Fax: 080 - 28410114
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	Delhi Lead-Talent Acquisition Tata Consultancy Services 5 th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	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
Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	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
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	Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499



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Annexure 3

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.



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Registered Office: 9th Floor, Narayan Reddy Street, Chokkikulam, Old Mahabalipuram, Chennai 600 179

Registered Office: 9th Floor, Narayan Reddy Street, Chokkikulam, Old Mahabalipuram, Chennai 600 179

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.



TCS Confidential
TCSL/DT20184452638

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

100/21/22, P.O. - Nungudi, Bangalore 560091, India. Telephone: 080-2608 0000 Fax: 080-2608 0001

Website: www.tcs.com

For further information, please contact: TCS, P.O. - Nungudi, Bangalore 560091, India. Tel: 080-2608 0000

Fax: 080-2608 0001 Email: tcs@tcs.com

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.J.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kilumampakkam, Puducherry - 607 402.

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.



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TCS Confidential

TCSL/DT20184452638

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS Building, 9th Floor, 100, Anna Salai, Chennai 600 002, India

TEL: 01 44 731 2022 Fax: 01 44 731 2555

REG. NO. 401407, Chennai 401, India. HOD, PONDY CAMP, MUMBAI 400 021

REG. NO. 401407, Chennai 401, India. HOD, PONDY CAMP, MUMBAI 400 021

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 or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Dr. E. VIJAYAKRISHNA RAPA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
600021- Cuddalore Main Road,
Kirkumampakkam, Puducherry - 607 402.

(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.



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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

25th Floor, 100th Street, 100th Street, Old Mahabalipuram, Chennai 600 082, India. Tel: 044 6616 2242 Fax: 044 6616 2242 Email: info@tcs.com Website: www.tcs.com

Regd. Office: 100th Street, 100th Street, Old Mahabalipuram, Chennai 600 082, India. Tel: 044 6616 2242 Fax: 044 6616 2242 Email: info@tcs.com Website: www.tcs.com

Principal: Dr. P. Vijayaraghavan, Ph.D. (M.Tech.), M.B.E., F.R.P.E., M.C.S.I.M.C.A.,
Rajiv Gandhi College of Engineering & Technology,
Pondy - Guddalore Main Road,
Kumbakonam, Puducherry - 607 402.



Sri Marg Human Resource Pvt Ltd

Home

H.O. : No. 9, Muthu Nagar, Poonamallee, Chennai - 600 056.

B.O. : 1st Floor, Near Mosque, Tada Kandriga, SPSR Nellore Dist, Andhra Pradesh-524 401.

ESI Code No. 62510554460011001, EPF Code No. : GRCDP1324786, Service Tax No. : AAOC56453JSD001

Cell : 9940038516, 9940038515 Tele / Fax : 044-26492336

E-mail : asokansrimarg@gmail.com Web Site : http://www.srimarg.com

Offer Letter

To

The Principal
Rajiv Gandhi College of Engineering and Technology

Dear Sir / Madam

The following Students are provisionally selected for SRI MARG HUMAN RESOURCE, to work at our Client Company M/s MITSUBA SICAL INDIA PVT LTD, Gummidipoondi and Gross salary will be 12,365/- PM

S NO	NAME	DEPT	MOBILE
1	K.PRIYADHARSHINI	EEE	8189899125
2	P.RUTHREASH	EEE	9043196423
3	A.THULASIDHASAN	EEE	9597955307
4	M.SHANMUGA PRIYA	ECE	8220184871
5	R.SRUTHI	ECE	7092080334
6	P.AMRUTHA	ECE	8524950223
7	K.PAVITHRA	ECE	8220015105
8	N.MANIMEGALAI	ECE	7092126996
9	R.PREETHI	ECE	8903232779
10	G V RAVIVARMA	MECH	9788778921
11	D. ADHAVAN	MECH	9597314526
12	M.VISHAL	MECH	8015200435
13	R.HARISH	MECH	9087503461
14	R.DESINGAN	MECH	9600358283

Note:

1. Aspirant must be in suitable BMI range while reporting
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any arrears while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!!

Date: 04-03-2019

Place: RGCE

For SRI MARG HUMAN RESOURCE (P) LTD



Authorized Signatory

Dr. B. VIJAYAKRISHNA RAKAPA
B.E. (Mech.), M.Tech. (Energy), Ph.D.
M.I.S.T.E., F.I.I.P.E., M.C.S., M.C.C.E.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumempakkam, Puducherry - 607 402.

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HCL Technologies Ltd.
 158, M.G. Road, Muthialpet, Chennai - 605003
 Tel: 044-2610 1000, Fax: 044-2610 1001
 Email: hr@hcltech.com, careers@hcltech.com
 HCL Technologies Ltd. is an Equal Opportunity Employer.
 Registration No. 10013401000, SDB, Chennai - 605003
 www.hcltech.com

OFFER & APPOINTMENT LETTER

26th July 2019

Soumya Taze R
158, M.G. Road,
Muthialpet, Puducherry-605003.

Dear **Soumya Taze R,**

Congratulations! With reference to the Interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **Software Engineer in band E1.**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least - keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **30th July 2019 at 9:00 A.M** at the following address **HCL Technologies Ltd, SDB 2 - Induction Hall, ELCOT - SEZ Unit -II Special Economic Zone , 602/3, 138, Shollinganallur, Medavakkam High Road, Chennai.** Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in **Annexure I.**

You will be required to sign a service agreement of **18 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **18 months** from the date of Joining.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

On the date of joining, you would be required to submit the documents listed in **Annexure III.** Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within **3 days** of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

HCLT Confidential

Signature of Employee:
Dr. E. VIJAYAKRISHNA RAJAKA
 B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Mgmt.)
 M.Sc. F.I.P.E., M.C.S.I.M.C.I.,
 Principal
HCL
 Rajy Gandhi College of Engineering & Technology
 Medavakkam, Puducherry - 605 002.

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting – **Chennai**.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. **15 months** from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

HCLT Confidential

4

Signature

Rajiv Gandhi College of Engineering & Technology
Pondicherry, Gyalalare Main Road,
Kirimampakkam, Puducherry - 607 402.



HCLT Confidential
 HCLT Confidential
 Technology Hub, Central Executive Zone
 Plot No. 1A, Sector 155, Noida-201 304, UP, India
 T +91-120 8125007 F +91-120 4000000
 Registration Office: 676 Kothari Vihar, New Phase, New Delhi-110010, India
 www.hclt.com

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

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 concealed or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.

HCLT Confidential

Signature of Employee:

M. E. VIJAYAKRISHNA E.S.PAKA
 Principal
 Rajiv Gandhi College of Engineering & Technology
 Pongy - Guddalore Main Road,
 Kirthi Vinayakham, Puducherry - 607 402.

HCL Technologies Limited
 Corporate Identity Number: U74140DL1991P001719
 Technology HCL, Special Economic Zone
 Plot No. 9A, Sector 17D, Mohali 140524, PB, India
 T +91 172 2756000 F +91 172 4083030
 Registered Office: Plot 50/50/10, SE, New P. Sect. New Gurgaon 122009, India
 www.hcltech.com
 C-1000

- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

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

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL. 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 company.

Dr. E. VIJAYAKRISHNA RAPAKA

B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I (M.C.I.I.),

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
 Pandy - Cuddalore Main Road,
 Kirumampakkam, Puducherry - 607 402.



ANALYST/ENGINEER

Corporate Office: HCL, 4th Floor, 41/4001/132/F132 to 134

Technology Park, Special Economic Zone

Plot No - 7A, Sector 120, NOIDA-201 304, 39, India

T +91 120 2199000 F +91 120 4830030

Registered Office: 4001/132, 40, New Delhi-110013, India

www.hcltech.com

Page 13 of 17

ANNEXURE III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL	
PRE-EMPLOYMENT BACKGROUND VERIFICATION	
S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof - Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer - Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request)	
1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail.	
2. Previous Employer - Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.	
Things to Remember	
1. The Information provided in Resume and background verification form must be same.	
2. Information provided in background verification form must be accurate.	
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).	
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.	
Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.	

List of Documents required for joining-Induction day

S. No	Document Check List	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (If the Date of Joining in the offer letter is past dated)	1
3	Passport - Front Copy only for name & DOB Proof	1
4	10th MARK SHEET, only if Passport is not available	1
5	Passport Sized Photographs (white background)	3
6	Vendor NDA- (For THIRD PARTY Resources ONLY)	



PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Bondy - Cuddalore Main Road,
Nirunempakkam, Pudukcherry - 607 402.

HCLT Confidential

Signature of Employee



Sri Marg Human Resource Pvt Ltd

Home

H.O. : No. 9, Muthu Nagar, Poonamallee, Chennai - 600 056,
B.O. : 1st Floor, Near Mosque, Tada Kandriga, SPSR Nellore Dist, Andhra Pradesh-524 401.
ESI Code No. 62510554460011001, EPF Code No. : GRCDP1324786, Service Tax No. : AAOC56453JSD001
Cell : 9940038516, 9940038515 Tele / Fax : 044-26492336
E-mail : asokansrimarg@gmail.com Web Site : http://www.srimarg.com

Offer Letter

To

The Principal
Rajiv Gandhi College of Engineering and Technology

Dear Sir / Madam

The following Students are provisionally selected for SRI MARG HUMAN RESOURCE, to work at our Client Company M/s MITSUBA SICAL INDIA PVT LTD, Gummidipoondi and Gross salary will be 12,365/- PM

S NO	NAME	DEPT	MOBILE
1	K.PRIYADHARSHINI	EEE	8189899125
2	P.RUTHREASH	EEE	9043196423
3	A.THULASIDHASAN	EEE	9597955307
4	M.SHANMUGA PRIYA	ECE	8220184871
5	R.SRUTHI	ECE	7092080334
6	P.AMRUTHA	ECE	8524950223
7	K.PAVITHRA	ECE	8220015105
8	N.MANIMEGALAI	ECE	7092126996
9	R.PREETHI	ECE	8903232779
10	G V RAVIVARMA	MECH	9788778921
11	D. ADHAVAN	MECH	9597314526
12	M.VISHAL	MECH	8015200435
13	R.HARISH	MECH	9087503461
14	R.DESINGAN	MECH	9600358283

Note:

1. Aspirant must be in suitable BMI range while reporting
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any arrears while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!!

Date: 04-03-2019

Place: RGCET

For SRI MARG HUMAN RESOURCE (P) LTD



Authorized Signatory



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

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HCL TECHNOLOGIES LTD

Corporate Office: 17th Floor, 100 Park Street, Chennai 600 005

Technology Park, Special Economic Zone

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Regional Office: 808, Nandanam Road, Anna Nagar, Chennai 600 058, India

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OFFER & APPOINTMENT LETTER

6th Aug 2019

Sushmithaa S

Plot no:25,3rd cross street extension,
Mariamman nagar, Mudaliarpet post,
Puducherry-605004.

Dear Sushmithaa S,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **Software Engineer in band E1**.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **20th August 2019 at 9:00 A.M** at the following address **HCL Technologies Ltd, SDB 2 – Induction Hall, ELCOT – SEZ Unit -II Special Economic Zone , 602/3, 138, Sholinganallur, Medavakkam High Road, Chennai**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **18 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **18 months** from the date of joining.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within **3 days** of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

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Signature of Employee:

*S. Sushmithaa***HCL**

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L. K. VIJAYAKRISHNA RAPAKA

B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)

M.S.T.E., F.L.P.E., M.C.S.T.M.C.M.

PRINCIPAL**Rajiv Gandhi College of Engineering & Technology**

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HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PL0340359

Technology Hub, Special Economic Zone

Plot No. 1A, Sector 126, NOIDA 201 304, UP, India.

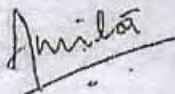
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Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Limited,



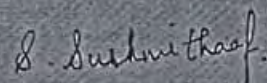
Amrita Das
Vice President, Head-Global Rewards



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2

Signature of Employee:

**HCL**

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Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Mech.)
M.T.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
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Date: 01/01/2019

ANNEXURE I

COMPENSATION PLAN -

NAME	Sushmithaa S
BAND	E1
DESIGNATION	Software Engineer
CITY	Chennai
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	2,71,107
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	40,393
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	38,500
COST TO COMPANY	3,50,000
Insurance & Medical Benefits (in INR)	
Hospitalization cost reimbursement limit	Max Sub Limits (p.a.)
Term life Insurance Cover	3,60,000
Disability cover due to accident (upto)	20,00,000
	18,00,000

NOTE:

1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act



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Signature of Employee:

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 Registered Office: 806 Siddhanti, 90, New Park, New Delhi - 110016, India
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ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting – **Chennai**.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining. The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. **15 months** from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

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Signature of Employee:

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hr@hcl.com

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

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 concealed or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.

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Signature of Employee

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HCL TECHNOLOGIES LTD

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Registered Office: 800 Siddhanti, 96, Netaji Place, New Delhi-110010, India

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- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

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

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL. 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 company.



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Signature of Employee:

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M.I.S.T.E., F.I.I.P.E., M.C.S.J.M.C.I.I.,

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Rajawade College of Engineering & Technology

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Secretary HCL, Social Response Center

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ANNEXURE III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL

PRE-EMPLOYMENT BACKGROUND VERIFICATION	
S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets, Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof - Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer - Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail.
- Previous Employer - Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining-induction day

S. No	Document Check List	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (If the Date of Joining in the offer letter is past dated)	1
3	Passport - Front Copy only for name & DOB Proof	1
4	10th MARK SHEET, only if Passport is not available	1
5	Passport Sized Photographs (white background)	3
6	Vendor NDA- (For THIRD PARTY Resources ONLY)	1

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M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,

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Registered Office: HCL Software Park, Indira Park, New Delhi-110019, India

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- Please ensure all documents are Self-attested (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Please ensure you carry a soft copy of your Photo and Graduation Degree Certificate.
- Induction Timings are 0900 to 1830 IST.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, A-9, Sector-3, Noida-UP, 201301
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, Surya Sapphire, Plot#3, 1st Phase, Hosur Road, Electronic City Bangalore-560100
4	KOLKATA	HCL Technologies Ltd, Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2, Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor, Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, Hcl It City, Sdc-01, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7, Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 - 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited Medha IT Towers, Third Floor, Kesaraipalli, Gannavaram, Krishna District 521102



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Signature of Employee:

S. Sashwinthas

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ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ↓ Basic Salary
- ↓ Monthly Allowances
- ↓ Variable Pay
- ↓ Retirals & Insurances Benefit

↓ **Disclaimer:**
 ↓ *Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.*

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

VARIABLE PAY

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

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Signature of Employee:

S. Sushmitha

HCL

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Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948) will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.
- Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**. Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.
- The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.
- Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.
- The percentage and amount is in compliance with the current PF Act.

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Signature of Employee:

S. Sushmitha

HCL

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Dr. E. VIJAYAKRISHNA RAPAKA

B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)

M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.L.

PRINCIPAL

Jijiv Gandhi College of Engineering & Technology

Pondy - Cuddalore Main Road,

Mamampakkam, Puducherry - 607 407

HCL TECHNOLOGIES LTD

Corporate Identity Number: L71143DL1991PLD04934

Technology Hub - Special Economic Zone

Plot No. 3A, Sector 12B, NOIDA 201 304, UP, India

T +91 120 8120000 F +91 120 4580000

Registered Office: Block 5, Sector 16, Noida Phase II, Noida-201302, India

www.hcltech.com

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

HCL Technologies will correspond with you on the address & contact details mentioned below :-

Permanent Address: Plot no:25,3rd cross street extension, Mariamman nagar, Mudaliarpet post, Puducherry-605004.

Email ID: sushmithaashankar@gmail.com

Telephone Number: 8098841129



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Signature of Employee:

S. Sushmitha

HCL

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Pondy - Cuddalore Main Road,
Kinnamakkam, Puducherry - 607 402



NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AIWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH

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Kirumampakkam, Puducherry - 607



29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature

A. Gurumoorthy
A. Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD



Dr. E. Vijayakrishna Rapaka
Dr. E. VIJAYAKRISHNA RAPAKA
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M.I.S.T.E., F.I.N.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Vellore Institute of Technology
VIT-AP, Addl. Main Road,
Ammapakkam, Puducherry - 605 016



Offer: Computer Consultancy
Ref: TCSL/DT20184452638/Chennai
Date: 09/10/2018

Mr. Valtheeshwaran I

No:54Angalamman Koil Street,,
Nallavadu,
Puducherry-605007,
Puducherry.
Tel# 91-9865673165

Dear Valtheeshwaran I ,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements 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.



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Kilumamakkam, Puducherry - 607 402.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Registered Office: 100, Park Road, 10th Floor, Narayan Point, Mumbai 400 027
TCS Careers Service Line: 1800 209 9111 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.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Chennai Office - 1st Floor, 10th Cross, Anna Salai, Chennai - 600 002, India

Co. Regd. No. 441635/2222 Regd. No. 441635/2222 M. No. 441635/2222

Regd. Office: 10th Cross, Anna Salai, Chennai - 600 002, India

TCS Chennai Office - 1st Floor, 10th Cross, Anna Salai, Chennai - 600 002, India



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Kilumambakkam, Puducherry - 607 407



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,

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Kirumampakkam, Puducherry - 607 402.

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

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Registered Office: 10th Floor, Nariman Point, Mumbai 400021. Tel: 91 44 6610 2455. Web: www.tcs.com

Regional Office: 10th Floor, Nariman Point, Mumbai 400021. Tel: 91 44 6610 2455. Web: www.tcs.com

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Rajaram College of Engineering & Technology
Ponneri - Chittoor District - 767 402.
Kudamukkam, Pondicherry - 607 402.



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

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Regd. Office: 44/616 2222 Fax: 44 6616 2222

TCS Centers Worldwide 1800 27



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Kirimainpakkam, Puducherry - 607 402.

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: 100, Naraina Puri, New Delhi 110028, India
TCS Global Services Centre, 100, Naraina Puri, New Delhi 110028, India
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Kiramampakkam, Puducherry - 607 402.



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, falling 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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

20th Floor, Narayana Complex, 100 Feet Road, Anna Nagar, Chennai - 600 088
TCSL Head Office: 20th Floor, Narayana Complex, 100 Feet Road, Anna Nagar, Chennai - 600 088
TCSL Bangalore Office: 20th Floor, Narayana Complex, 100 Feet Road, Anna Nagar, Chennai - 600 088



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Munimakkam, Puducherry - 607 402.



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

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Tel: 91 11 44 2232 Fax: 91 11 42 5615
Email: hr@tcs.com recruitment@tcs.com
Registered Office: TCS Ltd, 100, Naraina Puri, New Delhi 110028
TCS is a public limited company, INCORPORATED IN INDIA



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Pondy - Gudalur Main Road,
Pudukkottai, Pudukkottai - 607 402.

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.



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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kothur Road, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2535 Website: www.tcs.com

TCS Global Office Network Building, 15th Floor, Naraina Point, Mumbai 400 021

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

Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



K Ganesan
Global Head Talent Acquisition & AIP



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

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




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GROSS SALARY SHEET

Annexure 1

Name	Valtheeshwaran I
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

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Annexure 2

Regional Offices

Ahmadabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore - 560 066 Tel: 080 - 67247000 Fax: 080 - 28410114
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	Delhi Lead-Talent Acquisition Tata Consultancy Services 5 th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	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
Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	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
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	Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499



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Annexure 3

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.



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(Toll Free: 1800 102 3344) E-mail: careers@tcs.com

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.



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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.



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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.

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(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.



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JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF AIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life Insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft.

An Agency Leader (AL/SAL/GAL) will be eligible for performance based fixed & variable payouts as mentioned below;

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QP8 for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|--|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 605 002.



JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at **IDBI Federal**. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader**. These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear **IRDAI IC 38** examination; the fee for the same is **Rs 600/-** as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|--|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



Chen
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B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
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 Pondy - Cuddalore Main Road,
 Kirumampakkam, Puducherry - 607 402.



NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



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Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 432.

Recruitment Authority Signature

P.O:2018-2019

Date: 21/03/2019

Dear **Ms.S.Yuvasri**

Sub: Offer of Employment

With reference to the technical interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office, Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. **Probation** - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation** - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J.Pushkaladevi
HR Manager,



cmv
DR. B. VIJAYAKRISHNA
B.TECH (MACH), M.TECH (MACH),
M.S.T.E., F.I.I.P.E., M.C.S.I (Mach.)
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Guddalore Main Road,
Kuduthur, Sakthi, Puducherry - 607 402.

Date: 27.02.2019

Dear **Mr. AMSA A** - Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "**Graduate Engineer Trainee**" in GENERAL CONNECTORS as per the terms and conditions agreed upon during the discussion. you will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

The job location will be intimated after the domain specific training.

You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:

1. Two passport size photos
2. Copy of ID & Address proof
3. Copy of certificates

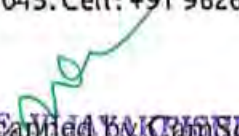
"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION


Authorized Signature

CO : Plot B52, NICE Area, MIDC, Satpur Nashik - 007. Phone : 0253 6634 901
HO : No. 401, GES Complex, 7th Street, Gandhipuram Colmbatore - 012. Phone : 0422 - 4530 393
RO : 60/31, 1st Floor, Rajaji Rd, West Tambaram, Tambaram, Chennai - 045. Cell : +91 96261 11155
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Dr. S. J. Jeyaraj
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Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402.

Date: 27.02.2019

Dear **Mr. ANANDHASELVAM J** - Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "Graduate Engineer Trainee" in DHARANI PUMPS as per the terms and conditions agreed upon during the discussion. you will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

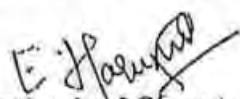
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Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402



JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
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3. Monthly production bonus
4. Monthly advisor activation allowance
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(Indirect Team L1 & L2 -Quarterly)


6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
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| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| E) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | :IC38 exam pass Certificate |
| | :Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch




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 Pondy - Cuddalore Main Road,
 Kurumampakkam, Puducherry - 607 402.

Date: 27.02.2019

Dear **Mr. AROUN B** - Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "**Graduate Engineer Trainee**" in TVS SUNDARAM FASTENERS PVT LTD as per the terms and conditions agreed upon during the discussion. you will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

The job location will be intimated after the domain specific training.

You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:

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"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION


Authorized Signature

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M.L.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
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Mukasi Pallagoundanpalayam, Uthukulli(Tk)
Tiruppur (Dt) - 638056. Ph: 04294 - 243401
www.sakthiauto.com; hr@sakthiauto.com
CIN : U29199TZ1999PLC008751

Home

Graduate Trainee (A)
Provisional offer letter

SACL / 2019

Name **BALAJI. R / EEE Dept.**

Details **RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,PUDUCHERRY**

Dear BALAJI. R

Sub : Provisional offer for Graduate Trainee at our works - reg

We are pleased to inform your selection for the Graduate Trainee (A) at our works. Your tentative date of joining will be in month of August and the exact date of joining will be intimated personally or through your college.

You will be provided with a stipend of INR 16,000 per month for the the Graduate Trainee (A) under Apprenticeship Act 1961 with certification from the Ministry of Education, Govt of India complying its regulations.

Food & Accommodation will be available at a heavily subsidised rates and you will be provided with Uniforms & other PPEs for the training. You will be considered for performance linked incentive up to INR 12,000 apart from the stipend based on your progression with the training.

Kindly note that you should have cleared all subjects and report for training along with SSLC / HSLC Mark sheet, Degree Mark sheets, AADHAR Card and 2 copies of a recent photograph.

You will be required to adhere with the rules, regulations and other practises of the company throughout the training. Wish you all the best.

For Sakthi Auto Component Limited

(Tamilarasan K K)
Asst. General Manager
HR & Development



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.T.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402



JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)


6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | IC 38 exam pass Certificate |
| | Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch




Dr. E. VIJAYAKRISHNA RAPAKA
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kirumampakkam, Puducherry - 607 402.

Sl.NO	NAME	MAIL ID
1	PREETHI.M	preethi120598@gmail.com
2	MANIMEGALAI.N	manimegalainatesanr@gmail.com
3	SOUMIYA TAZE.R	soumyataze11697@gmail.com
4	HEMA PRIYA.K	privahema827@gmail.com
5	KARTHIKEYAN.S	karthikeyanseenu1997@gmail.com
6	ANBARASAN.K	udhava.ramamurthy@gmail.com
7	KARTHIK.R	rk421412@gmail.com
8	NIRMAL KUMAR.R	nirmalcool377@gmail.com
9	MOHAMMED AZARUDEEN.J	azar.azarudeen.786@gmail.com
10	SANTHAKUMAR.R.S	santhakumarrs@gmail.com
11	RATHNA MURUGAN.D	rathinam1611@gmail.com
12	VENKATESH.A	welfredvenkat@gmail.com
13	VENKATESH.S	venkatstark2@gmail.com
14	MANIKANDAN.D	manikandan199797@gmail.com
15	AMANULLAH NASER	amannullah3@gmail.com
16	JAYASEELAN.K	jaseelan0201@gmail.com
17	GOPI.G	gopig9493@gmail.com
18	NAPHTHALINE GERARD	naptha28@gmail.com
19	VAMSHI PRIYA.D	
20	PADMASHRI SWAMINATHAN	padmashri1025@gmail.com
21	MANIKANDAN.N	manikandan12.mm7@gmail.com
22	ARUNKUMAR	vijavarun382@gmail.com
23	GNANASEKAR.S	gnans046@gmail.com
24	DHIVYA BHARATHI.K	kdhivvyabharathi98@gmail.com
25	ROFINA BEGUM.B	rofinabegum3@gmail.com
26	UMA B	uma3031@gmail.com
27	RAPHAELA JOSEPHINE.A	rephurose27@gmail.com
28	ASHIF FARHAN.S	
29	SHALIMA BEGUM.K	shalimabegum@gmail.com
30	KAVIYAA.R	rkavi2498@gmail.com
31	ARUN.A	arun.ar.2212@gmail.com
32	SRI RAMAN.M	sristrom23@gmail.com
33	ASWINI.P	ashwinibella17@gmail.com
34	RASHMI.R	rashmirash415@gmail.com
35	BABY ANILAA.R	babvanilaa@gmail.com
36	SUSHMITHAA.S	sushmithaashankar@gmail.com



Dr. E. VIJAYAKRISHNA RAPAKA
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 M.Sc.T.E., F.J.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kurumampakkam, Puducherry - 607 402.

37	HARISHKUMAR.M	harishmaran001@gmail.com
38	MOHAN RAJ.V	mohanfifteen@gmail.com
39	KUSHAL PATRA	kushalpatra18@gmail.com
40	ARAVINDH.D	aravindhfinix@gmail.com
41	ALEX RAJ.H	alexharj1997@gmail.com
42	RAJA SEKAR.B	princegugan7871@gmail.com
43	PRIYADHARSHINI.S	privashree510@gmail.com
44	DHARUN.N	dson1998@gmail.com
45	RAJ VIGNESH.S	rajvignesh2126@gmail.com
46	SRINIVAS GANESH.M	srinivasganesh98@gmail.com
47	PRIYADHARSHINI.J	dharslnijawahar6@gmail.com
48	SHANKAR GANESH.N	shankarganesh0598@gmail.com
49	RAGUL RAJ.M	ragulrajm25@gmail.com
50	BLINDAPRIYADHARSHINI	blindadavid29@gmail.com
51	KEERTHANA J	keerthanajeevanath30@gmail.com
52	INDUREKA RATHIN	indurakarathin@gmail.com
53	JIBIN JOY	joyjibin77@gmail.com
54	JAIGANESH.J	jaiganesh1996@gmail.com
55	PRITHI MUTHUKARUPPAN	prthiselvam@gmail.com
56	THEERTHA.S	theertha487@gmail.com
57	CYRIL ANTONIE.B	cyrillantonie@gmail.com
58	SURIYA.N	suri.1310@gmail.com
59	KIRAN R	kiran.23588@gmail.com
60	ANSARI DURAI SAMY.D	duraiadsboss97@gmail.com
61	THAMIZHARASI.P	tamilrice95@gmail.com
62	ABINAYA GANDHI	abiauthentic@gmail.com
63	MANIBALAN.M	manibalan2013@gmail.com
64	VIJAYANAND.V	vijayanand96msv@gmail.com
65	ASHOK KUMAR.M	ashokmah21@gmail.com
66	VENKADAKRISHNA.C	venkatcy6@gmail.com
67	LOGITHA G	logithaganesan1996@gmail.com
68	NAVEEN.M	naveenjaga142@gmail.com
69	KARTHIK.V	karthikbabu11821@gmail.com
70	MANIKANDAN.B	manikan23india@gmail.com
71	SRIRAM.M	sriramsiddarth795@gmail.com



Dr. E. VEJAYAKRISHNA RAPAKA
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kirumampakkam, Puducherry - 607 402.



SRI SAI POWER AND EQUIPMENTS PRIVATE LIMITED
(Formerly known as SRI SAI PUMPS AND ENERGY SYSTEMS PRIVATE LIMITED)
(ISO 9001:2015 Certified Company)

Admin. Office: B-101, I Floor, Harihar Residency, No.20, Mannarpuram Main Road,
Mannarpuram, Tiruchirappalli - 620 020, Tamil Nadu.

Ph: 0431-2422085 E-mail: Info@solenergy.com Website: www.solenergy.com CIN: U29248TN2013PTC092333

Home

SPEL/HR/2019/IPO/

Feb-2019

Dear **DHINAKARN.R**

Letter of Intern cum Placement offer

This is with reference to your application and subsequent interview with us, we are pleased to offer you as Trainee in operation and maintenance Training in Thermal power plant for two months and upon successful completion of the training, and we may provide you a confirmed placement/Regular appointment, with salary details (CTC) and terms & conditions of offer as given below.

Terms and Conditions as follow:

1. The candidates who wish to be placed in our company soon after successful completion of training, by signing a service agreement on the 1st day of commencement of training, will be waived from the payment of this training fees.
2. If the candidates leave in the midst of the training after execution of agreement, then they have to pay the training cost in full to get relieved.
3. All other candidates who do not wish to execute the service agreement at the time of commencement of training and want to undergo training only, should pay the training cost in full. This fee will be treated as a security deposit for the special training we impart and will be returned to the candidates along with the first month salary, if the candidates wish to join our company at a later date agreeing for the service agreement conditions.
4. The candidates executing the service agreement after the completion of our training, should satisfy the terms and conditions of placement/appointment and if for any reason after joining the company, wish to leave the company in the middle of the service period breaking the agreement, then they will have to pay the liquidated damages.
5. The interested candidates who have signed an agreement with the company, after successful and satisfactory completion of training, may be placed suitably with a decent salary as per the company norms based on their degree/diploma qualification, in our company project sites as regular employees and may enjoy all the benefits of the regular employees.
6. The salary (CTC) for BE graduates and Diploma holders may be Rs.17000/and Rs.14500/respectively for the company trained-up engineers.
7. Your posting will be at any of our O&M establishment sites, anywhere in India and liable for transfer to any site/Department/HO/Unit of our group of companies in India.
8. ESI contribution will be deducted based on ESI applicable area and working site as per ESI act.
9. TDS and Professional Tax will be deducted as per statutory norms from the Net pay.
10. You are eligible for Bonus and Gratuity as per the payment of Gratuity act 1972 and as per the payment of Bonus act 1965.
11. You will be governed in all matters by the rules and regulations of the company for the time being in force and as amended to or modified from time to time and it is subject to the jurisdiction of Tiruchirappalli, Tamil Nadu, if any dispute arises.

You are requested to acknowledge receipt of this Intern cum Placement offer as a token of acceptance and return a copy to us.

For Sri Sai Power and Equipments (Pvt) Ltd.

Authorized Signatory



Dr. **VIJAYAKRISHNA RAPAI**
M.T.S.T.E., F.I.I.P.E., M.C.S.M.C.
PRINCIPAL
Rajiv Gandhi College of Engineering & Techno
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 4

Signature of the candidate.



Siva Kumar <sivaroja@gmail.com>

Fwd: Reg., Offer Letter

2 messages

Placement Cell <placementcell@rgcetpdy.ac.in>
To: Siva Kumar <sivaroja@gmail.com>

Thu, Mar 21, 2019 at 11:24 AM

----- Forwarded message -----

From: "Hiring, Integra-PDY, IN" <hiring@integra.co.in>
Date: 21-Mar-2019 11:18 AM
Subject: Reg., Offer Letter
To: "goutham248690@gmail.com" <goutham248690@gmail.com>
Cc: "placementcell@rgcetpdy.ac.in" <placementcell@rgcetpdy.ac.in>

Letter of Intent ("LOI")Dear **Gowtham M.**

With reference to your interview conducted by us at **Integra Software Services Private Limited**, Pondicherry, we are pleased to inform that you have been shortlisted for the position of Content Writer Trainee.

The final offer of appointment shall be subject to your successful completion of all curricular requirements as laid down by the University/Institute for award of the degree/diploma subject to the minimum passing percentage/grade/rank/class as determined by Integra.

The location of your initial reporting and training will be Pondicherry and the date of your joining would be communicated to you in the due course of time post successful completion of your final semester degree/diploma examination.

The date of joining will be on the month of June/ July 2019 (based on our business requirements)

Upon joining Integra,

1. You are expected to enter into an employment agreement with the Company which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with the Company.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as the Company deems fit.
3. You may be required to undergo classroom/on the job training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically. Integra reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.
4. You are expected to sign a tripartite minimum service agreement (between yourself, your parents and Integra) for a tenure of two years from the date of joining, whereupon you will be eligible for bi annual increment during this tenure.

<https://mail.google.com/mail/u/0/?ik=0b330c3bbb&view=pt&search=placement&siml=thread-f%3A1628593399479193496&siml=msg-f%3A16285933994...> 1/5



Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.Si M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402.

Please find the details of increment below .

Position	Entry Level Salary	From 6 months to 1 Year	From 1 Year to 1.5 Years	From 1.5 Years to 2 Years
Content Writer Trainee	Rs., 18,000 (Inclusive of Performance Bonus Rs., 500)	Rs., 19,500 (Inclusive of Performance Bonus Rs., 500)	Rs., 21,500 (Inclusive of Performance Bonus Rs., 1000)	Rs., 23,250 (Inclusive of Performance Bonus Rs., 1000)

The above compensation is subject to change based on your performance as per the annexure enclosed. In addition to the above gross salary, you are also eligible for other statutory components such as Employee State Insurance, Provident Fund, Gratuity, and Exgratia.

The terms of this letter of intent shall remain confidential and are not to be disclosed to any third party. We may, any time, at our discretion, revoke this Letter of Intent.

Details of Compensation for Content Writer Trainee

Compensation	4 Rated		3 Rated		2 Rated	
	Gross	PB	Gross	PB	Gross	PB
At the beginning (Date of Joining)	Rs., 17,500	Rs., 1500	Rs., 17,500	Rs., 1500	Rs., 17,500	Rs., 1500

Increment Matrix	4 Rated		3 Rated		2 Rated	
	Gross	PB	Gross	PB	Gross	PB
6 months to 1 year	Previous Gross + 1500	Rs., 500 (Remains same)	Previous Gross + 1000	Rs., 500 (Remains same)	Previous Gross + 500	Rs., 500 (Remains same)
1 year to 1.5 years	Previous Gross + 1500	Rs., 1000**	Previous Gross + 1000	Rs., 1000**	Previous Gross + 500	Rs., 1000**
1.5 years to 2 years	Previous Gross + 1750	Rs., 1000 (Remains same)	Previous Gross + 1200	Rs., 1000 (Remains same)	Previous Gross + 600	Rs., 1000 (Remains same)

* Rating commutation is based on previous two quarters PB score average as per Policy

**** PB Reversal will be effected only on quarterly basis.**



Dr. E. VIJAYAKRISHNA RAKA

Dr. E. VIJAYAKRISHNAN
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
3399479193498&simlimg-jv-3A15285933994 2/5
M.Sc. (TE), Ph.D. (E., M.Sc. (M.C.E.)),
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402.

Rating Scale

Rating	Score
4	Above 95.6
3	91.6 to 95.5
2	85.6 to 91.5
1	Below 85.5

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter, which is not later than March 27, 2019.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact our Recruitment Team

Thanks and Regards,

Uma

Executive - HR

Integra Software Services Pvt. Ltd.

Direct: +91 413-4212126

integrä

This email and any accompanying attachments is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, distribution, or copying is strictly prohibited. If you are not the intended recipient of this communication or received the email by mistake, please notify the sender and destroy all copies. Integra Software Services Pvt Ltd. reserves the right, subject to applicable local law, to monitor and review the content of any electronic message or information sent to or from its company allotted employee email address/ID without informing the sender or recipient of the message.

Placement Cell <placementcell@rgcetpdy.ac.in>
To: Siva Kumar <sivaroja@gmail.com>

Thu, Mar 21, 2019 at 11:30 AM

----- Forwarded message -----

From: "Hiring, Integra-PDY, IN" <hiring@integra.co.in>
Date: 21-Mar-2019 11:27 AM
Subject: Reg., Offer Letter
To: "indurekarathin@gmail.com" <indurekarathin@gmail.com>
Cc: "placementcell@rgcetpdy.ac.in" <placementcell@rgcetpdy.ac.in>

Letter of Intent ("LOI")

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.
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Puppakkam, Puducherry - 607 402.



<https://mail.google.com/mail/u/0?ik=0b330c3bbb&view=pt&search=all&permthid=thread-f%3A162853999475150168&siml=msg-f%3A16285933994...> 3/5

Dear Indureka,

With reference to your interview conducted by us at **Integra Software Services Private Limited**, Pondicherry, we are pleased to inform that you have been shortlisted for the position of Copy Editor Trainee.

The final offer of appointment shall be subject to your successful completion of all curricular requirements as laid down by the University/Institute for award of the degree/diploma subject to the minimum passing percentage/grade/rank/class as determined by Integra.

The location of your initial reporting and training will be Pondicherry and the date of your joining would be communicated to you in the due course of time post successful completion of your final semester degree/diploma examination.

The date of joining will be on the month of June/ July 2019 (based on our business requirements)

Upon joining Integra,

1. You are expected to enter into an employment agreement with the Company which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with the Company.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as the Company deems fit.
3. You may be required to undergo classroom/on the job training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically. Integra reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.
4. You are expected to sign a tripartite minimum service agreement (between yourself, your parents and Integra) for a tenure of two years from the date of joining, whereupon you will be eligible for bi annual increment during this tenure. Please find the details of increment below .

Position	Entry Level Salary	From 6 months to 1 Year	From 1 Year to 1.5 Years	From 1.5 Years to 2 Years
Copy Editor Trainee	Rs., 15,000 (inclusive of Performance Bonus Rs., 1000)	Rs., 16,500 (inclusive of Performance Bonus Rs., 1000)	Rs., 18,500 (inclusive of Performance Bonus Rs., 1500)	Rs., 20,250 (inclusive of Performance Bonus Rs., 1500)

The above compensation is subject to change based on your performance as per the annexure enclosed. In addition to the above gross salary, you are also eligible for other statutory components such as Employee State Insurance, Provident Fund, Gratuity, and Exgratia.

<https://mail.google.com/mail/u/07/k=0b330c3bbb&view=pt&search=all&permthid=ad-f%3A1628593399479193498&siml=msg-f%3A16285933994...> 4/5



Dr. E. VIJAYAKRISHNA RAPAKA
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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy Cuddalore Main Road,
Kirkurampakkam, Pondicherry - 605 007

The terms of this letter of intent shall remain confidential and are not to be disclosed to any third party. We may, any time, at our discretion, revoke this Letter of Intent.

Details of Compensation for Copy Editor Trainee

Compensation	4 Rated		3 Rated		2 Rated	
	Gross	PB	Gross	PB	Gross	PB
At the beginning (Date of Joining)	Rs.,14,000	Rs., 1000	Rs.,14,000	Rs., 1000	Rs.,14,000	Rs., 1000

[Quoted text hidden]

[Quoted text hidden]



Dr. E. VIJAYAKRISHNA RAKA
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
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 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kirumampakkam, Puducherry - 607 402.

<https://mail.google.com/mail/u/0/?ik=0b330c3bbb&view=pt&search=all&permthid=thred-f%3A1628593399479193498&siml=msg-f%3A16285933994...> 5/5



SRI SAI POWER AND EQUIPMENTS PRIVATE LIMITED
(Formerly known as SRI SAI PUMPS AND ENERGY SYSTEMS PRIVATE LIMITED)
(ISO 9001:2015 Certified Company)

Admin. Office: B-101, I Floor, Harihar Residency, No.20, Mannarpuram Main Road,
Mannarpuram, Tiruchirappalli - 620 020, Tamil Nadu.

Ph: 0431-2422085 E-mail: Info@solenergy.com Website: www.solenergy.com CIN: U29248TN2013PTC092333

Home

SPEL/HR/2019/IPO/

Feb-2019

Dear **HARI KRISHNAN.S**

Letter of Intern cum Placement offer

This is with reference to your application and subsequent interview with us, we are pleased to offer you as Trainee in operation and maintenance Training in Thermal power plant for two months and upon successful completion of the training, and we may provide you a confirmed placement/Regular appointment, with salary details (CTC) and terms & conditions of offer as given below.

Terms and Conditions as follow:

1. The candidates who wish to be placed in our company soon after successful completion of training, by signing a service agreement on the 1st day of commencement of training, will be waived from the payment of this training fees.
2. If the candidates leave in the midst of the training after execution of agreement, then they have to pay the training cost in full to get relieved.
3. All other candidates who do not wish to execute the service agreement at the time of commencement of training and want to undergo training only, should pay the training cost in full. This fee will be treated as a security deposit for the special training we impart and will be returned to the candidates along with the first month salary, if the candidates wish to join our company at a later date agreeing for the service agreement conditions.
4. The candidates executing the service agreement after the completion of our training, should satisfy the terms and conditions of placement/appointment and if for any reason after joining the company, wish to leave the company in the middle of the service period breaking the agreement, then they will have to pay the liquidated damages.
5. The interested candidates who have signed an agreement with the company, after successful and satisfactory completion of training, may be placed suitably with a decent salary as per the company norms based on their degree/diploma qualification, in our company project sites as regular employees and may enjoy all the benefits of the regular employees.
6. The salary (CTC) for BE graduates and Diploma holders may be Rs.17000/and Rs.14500/respectively for the company trained-up engineers.
7. Your posting will be at any of our O&M establishment sites, anywhere in India and liable for transfer to any site/Department/HO/Unit of our group of companies in India.
8. ESI contribution will be deducted based on ESI applicable area and working site as per ESI act.
9. TDS and Professional Tax will be deducted as per statutory norms from the Net pay.
10. You are eligible for Bonus and Gratuity as per the payment of Gratuity act 1972 and as per the payment of Bonus act 1965.
11. You will be governed in all matters by the rules and regulations of the company for the time being in force and as amended to or modified from time to time and it is subject to the jurisdiction of Tiruchirappalli, Tamil Nadu, if any dispute arises.

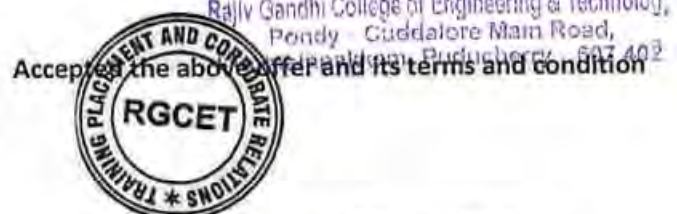
You are requested to acknowledge receipt of this Intern cum Placement offer as a token of acceptance and return a copy to us.

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.J.I.
PRINCIPAL,

Rajiv Gandhi College of Engineering & Technology,
Pondy - Cuddalore Main Road,
Puducherry - 605 002

For Sri Sai Power and Equipments (Pvt) Ltd.

Authorized Signatory



Signature of the candidate.



JOINING LETTER

Date: 27-09-2018

To,

STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life Insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life Insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | IC38 exam pass Certificate |
| | Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



[Signature]
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.
PRINCIPAL
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Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402

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49	RAGUL RAJ.M	ragulraim25@gmail.com
50	BLINDAPRIYADHARSHINI	blindadavid29@gmail.com
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53	JIBIN JOY	lovjibin77@gmail.com
54	JAIGANESH.J	jaiganesh1996@gmail.com
55	PRITHI MUTHUKARUPPAN	prithiselvam@gmail.com
56	THEERTHA.S	theertha487@gmail.com
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59	KIRAN R	kiran.23588@gmail.com
60	ANSARI DURAI SAMY.D	duraiadsboss97@gmail.com
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70	MANIKANDAN.B	manikan23india@gmail.com
71	SRIRAM.M	sriramsiddarth795@gmail.com



Dr. E. VIJAYAKRISHNA RAPAKA

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M.I.S.T.E., F.I.I.P.E., M.C.S.J.M.C.I.I.,

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Pudukcherry 607 402



SAKTHI AUTO COMPONENT LIMITED
Mukasi Pallagoundanpalayam, Uthukulli(Tk)
Tiruppur (Dt) - 638056. Ph: 04294 - 243401
www.sakthiauto.com; hr@sakthiauto.com
CIN : U29199TZ1999PLC008751

Home

Graduate Trainee (A)
Provisional offer letter

SACL / 2019

Name **KARTHICK.D / EEE Dept.**

Details **RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,PUDUCHERRY**

Dear KARTHICK.D

Sub : Provisional offer for Graduate Trainee at our works - reg

We are pleased to inform your selection for the Graduate Trainee (A) at our works. Your tentative date of joining will be in month of August and the exact date of joining will be intimated personally or through your college.

You will be provided with a stipend of INR 16,000 per month for the the Graduate Trainee (A) under Apprenticeship Act 1961 with certification from the Ministry of Education, Govt of India complying its regulations.

Food & Accommodation will be available at a heavily subsidised rates and you will be provided with Uniforms & other PPEs for the training. You will be considered for performance linked incentive up to INR 12,000 apart from the stipend based on your progression with the training.


Kindly note that you should have cleared all subjects and report for training along with SSLC / HSLC Mark sheet, Degree Mark sheets, AADHAR Card and 2 copies of a recent photograph.

You will be required to adhere with the rules, regulations and other practises of the company throughout the training. Wish you all the best.

For Sakthi Auto Component Limited

(Tamilarasan K K)
Asst. General Manager
HR & Development




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.J.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

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(Indirect Team L1 & L2 -Quarterly)

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Apart from building your Business skills, this internship program will also help you understand corporate culture.

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B) Project Period	:Minimum Three months
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D) Training	:IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects.
F) Awards & Certificates	:Performance based Awards & Certificates
G) Certificates	:Product Training completion Certificate IC38 exam pass Certificate Project Completion Certificate

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



anar
Dr. E. VIJAYAKRISHNA RAPAKA
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PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology,
 Pondy - Cuddalore Main Road,
 Kirumampakkam, Puducherry - 607 402



SRI SAI POWER AND EQUIPMENTS PRIVATE LIMITED
(Formerly known as SRI SAI PUMPS AND ENERGY SYSTEMS PRIVATE LIMITED)
(ISO 9001:2015 Certified Company)

Admin. Office: B-101, I Floor, Harihar Residency, No.20, Mannarpuram Main Road,
Mannarpuram, Tiruchirappalli - 620 020, Tamil Nadu.

Ph: 0431-2422085 E-mail: Info@solenergy.com Website: www.solenergy.com CIN: U29248TN2013PTC092333

Home

SPEL/HR/2019/IPO/

Feb-2019

Dear **MANOOJ KUMAR.V**

Letter of Intern cum Placement offer

This is with reference to your application and subsequent interview with us, we are pleased to offer you as Trainee in operation and maintenance Training in Thermal power plant for two months and upon successful completion of the training, and we may provide you a confirmed placement/Regular appointment, with salary details (CTC) and terms & conditions of offer as given below.

Terms and Conditions as follow:

1. The candidates who wish to be placed in our company soon after successful completion of training, by signing a service agreement on the 1st day of commencement of training, will be waived from the payment of this training fees.
2. If the candidates leave in the midst of the training after execution of agreement, then they have to pay the training cost in full to get relieved.
3. All other candidates who do not wish to execute the service agreement at the time of commencement of training and want to undergo training only, should pay the training cost in full. This fee will be treated as a security deposit for the special training we impart and will be returned to the candidates along with the first month salary, if the candidates wish to join our company at a later date agreeing for the service agreement conditions.
4. The candidates executing the service agreement after the completion of our training, should satisfy the terms and conditions of placement/appointment and if for any reason after joining the company, wish to leave the company in the middle of the service period breaking the agreement, then they will have to pay the liquidated damages.
5. The interested candidates who have signed an agreement with the company, after successful and satisfactory completion of training, may be placed suitably with a decent salary as per the company norms based on their degree/diploma qualification, in our company project sites as regular employees and may enjoy all the benefits of the regular employees.
6. The salary (CTC) for BE graduates and Diploma holders may be Rs.17000/and Rs.14500/respectively for the company trained-up engineers.
7. Your posting will be at any of our O&M establishment sites, anywhere in India and liable for transfer to any site/Department/HO/Unit of our group of companies in India.
8. ESI contribution will be deducted based on ESI applicable area and working site as per ESI act.
9. TDS and Professional Tax will be deducted as per statutory norms from the Net pay.
10. You are eligible for Bonus and Gratuity as per the payment of Gratuity act 1972 and as per the payment of Bonus act 1965.
11. You will be governed in all matters by the rules and regulations of the company for the time being in force and as amended to or modified from time to time and it is subject to the jurisdiction of Tiruchirappalli, Tamil Nadu, if any dispute arises.

You are requested to acknowledge receipt of this Intern cum Placement offer as a token of acceptance and return a copy to us.

For Sri Sai Power and Equipments (Pvt) Ltd.

Authorized Signatory



Dr. E. VIJAYAKRISHNA RAPAKU
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.
Accepted the above offer and its terms and condition
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 40

Signature of the candidate.



SRI SAI POWER AND EQUIPMENTS PRIVATE LIMITED
(Formerly known as SRI SAI PUMPS AND ENERGY SYSTEMS PRIVATE LIMITED)
(ISO 9001:2015 Certified Company)

Admin. Office: B-101, I Floor, Harihar Residency, No.20, Mannarpuram Main Road,
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Ph: 0431-2422085 E-mail: Info@solenergy.com Website: www.solenergy.com CIN: U29248TN2013PTC092333

Home

SPEL/HR/2019/IPO/

Feb-2019

Dear **NARESH KUMAR S**

Letter of Intern cum Placement offer

This is with reference to your application and subsequent interview with us, we are pleased to offer you as Trainee in operation and maintenance Training in Thermal power plant for two months and upon successful completion of the training, and we may provide you a confirmed placement/Regular appointment, with salary details (CTC) and terms & conditions of offer as given below.

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3. All other candidates who do not wish to execute the service agreement at the time of commencement of training and want to undergo training only, should pay the training cost in full. This fee will be treated as a security deposit for the special training we impart and will be returned to the candidates along with the first month salary, if the candidates wish to join our company at a later date agreeing for the service agreement conditions.
4. The candidates executing the service agreement after the completion of our training, should satisfy the terms and conditions of placement/appointment and If for any reason after joining the company, wish to leave the company in the middle of the service period breaking the agreement, then they will have to pay the liquidated damages.
5. The interested candidates who have signed an agreement with the company, after successful and satisfactory completion of training, may be placed suitably with a decent salary as per the company norms based on their degree/diploma qualification, in our company project sites as regular employees and may enjoy all the benefits of the regular employees.
6. The salary (CTC) for BE graduates and Diploma holders may be Rs.17000/and Rs.14500/respectively for the company trained-up engineers.
7. Your posting will be at any of our O&M establishment sites, anywhere in India and liable for transfer to any site/Department/HO/Unit of our group of companies in India.
8. ESI contribution will be deducted based on ESI applicable area and working site as per ESI act.
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11. You will be governed in all matters by the rules and regulations of the company for the time being in force and as amended to or modified from time to time and it is subject to the Jurisdiction of Tiruchirappalli, Tamil Nadu, if any dispute arises.

You are requested to acknowledge receipt of this Intern cum Placement offer as a token of acceptance and return a copy to us.

For Sri Sai Power and Equipments (Pvt) Ltd.

[Signature]

Authorized Signatory

P.O:2018-2019



Dr. E. VIJAYAKRISHNA N
B.Tech. (Mech.), M.Tech. (Energy), Ph.D.
M.Sc. E.P.R. MC
Principal
Rajiv Gandhi College of Engineering &
Pondy - Cuddalore Main Rd
Kiramampakkam, Puducherry

Signature of the candidate.



SRI SAI POWER AND EQUIPMENTS PRIVATE LIMITED
(Formerly known as SRI SAI PUMPS AND ENERGY SYSTEMS PRIVATE LIMITED)
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Admin. Office: B-101, I Floor, Harihar Residency, No.20, Mannarpuram Main Road,
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Ph: 0431-2422085 E-mail: Info@solenergy.com Website: www.solenergy.com CIN: U29248TN2013PTC092333

Home

SPEL/HR/2019/IPO/

Feb-2019

Dear **NIRMAL KUMAR.K**

Letter of Intern cum Placement offer

This is with reference to your application and subsequent interview with us, we are pleased to offer you as Trainee in operation and maintenance Training in Thermal power plant for two months and upon successful completion of the training, and we may provide you a confirmed placement/Regular appointment, with salary details (CTC) and terms & conditions of offer as given below.

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You are requested to acknowledge receipt of this Intern cum Placement offer as a token of acceptance and return a copy to us.

For Sri Sai Power and Equipments (Pvt) Ltd.

Authorized Signatory

P.O:2018-2019



Dr. E. VIJAYAKRISHNA R.
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (M.S.T.E., F.I.I.P.E., M.C.
PRINCIPAL
Accepted the above offer and its terms and condition
Pondy - Guddalore Main Road
Kumampakkam, Puducherry - 605 006

Signature of the candidate.



NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



swan
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29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A.Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD



man
Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy Cuddalore Main Road,
Kirumampakkam, Puducherry 607 402.

Date: 27.02.2019

Dear **Mr. PRIYADHARSINI K** - Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "Graduate Engineer Trainee" in GENERAL CONNECTORS as per the terms and conditions agreed upon during the discussion. you will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

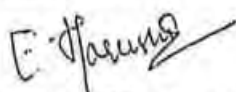
The job location will be intimated after the domain specific training.

You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:

1. Two passport size photos
2. Copy of ID & Address proof
3. Copy of certificates

"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION



Authorized Signature

CO : Plot B52, NICE Area, MIDC, Satpur Nashik - 007. Phone : 0253 6634 901
HO : No. 401, GES Complex, 7th Street, Gandhipuram Colmbatore - 012. Phone : 0422-4530 393
RO : 60/31, 1st Floor, Rajaji Rd, West Tambaram, Tambaram, Chennai- 045. Cell: +91 96261 11155
Email : info@sstechnovation.in | Web : www.sstechnovation.in



Dr. E. VIJAYAKRISHNA RAPAKA
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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



SAKTHI AUTO COMPONENT LIMITED
Mukasi Pallagoundanpalayam, Uthukulli(Tk)
Tiruppur (Dt) - 638056. Ph: 04294 - 243401
www.sakthiauto.com; hr@sakthiauto.com
CIN : U29199TZ1999PLC008751

Home

Graduate Trainee (A)
Provisional offer letter

SACL / 2019

Name **RAJA.R** / EEE Dept.

Details **RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,PUDUCHERRY**

Dear RAJA.R

Sub : Provisional offer for Graduate Trainee at our works - reg

We are pleased to inform your selection for the Graduate Trainee (A) at our works. Your tentative date of joining will be in month of August and the exact date of joining will be intimated personally or through your college.

You will be provided with a stipend of INR 16,000 per month for the the Graduate Trainee (A) under Apprenticeship Act 1961 with certification from the Ministry of Education, Govt of India complying its regulations.

Food & Accommodation will be available at a heavily subsidised rates and you will be provided with Uniforms & other PPEs for the training. You will be considered for performance linked incentive up to INR 12,000 apart from the stipend based on your progression with the training.


Kindly note that you should have cleared all subjects and report for training along with SSLC / HSLC Mark sheet, Degree Mark sheets, AADHAR Card and 2 copies of a recent photograph.

You will be required to adhere with the rules, regulations and other practises of the company throughout the training. Wish you all the best.

For Sakthi Auto Component Limited

(Tamilarasan K K)
Asst. General Manager
HR & Development




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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402.



Sri Marg Human Resource Pvt Ltd

H.O. : No. 9, Muthu Nagar, Poonamallee, Chennai - 600 056.

B.O. : 1st Floor, Near Mosque, Tada Kandriga, SPSR Nellore Dist, Andhra Pradesh-524 401.

ESI Code No. 62510554460011001, EPF Code No. : GRCDP1324786, Service Tax No. : AAOCS5453JSD001

Cell : 9940038516, 9940038515 Tele / Fax : 044-26492336

E-mail : asokansrimarg@gmail.com Web Site : <http://www.srimarg.com>

Offer Letter

To

The Principal
Rajiv Gandhi College of Engineering and Technology

Dear Sir / Madam

The following Students are provisionally selected for SRI MARG HUMAN RESOURCE, to work at our Client Company M/s MITSUBA SICAL INDIA PVT LTD, Gummidipoondi and Gross salary will be 12,365/- PM

S NO	NAME	DEPT	MOBILE
1	K.PRIYADHARSHINI	EEE	8189899125
2	P.RUTHREASH	EEE	9043196423
3	A.THULASIDHASAN	EEE	9597955307
4	M.SHANMUGA PRIYA	ECE	8220184871
5	R.SRUTHI	ECE	7092080334
6	P.AMRUTHA	ECE	8524950223
7	K.PAVITHRA	ECE	8220015105
8	N.MANIMEGALAI	ECE	7092126996
9	R.PREETHI	ECE	8903232779
10	G V RAVIVARMA	MECH	9788778921
11	D. ADHAVAN	MECH	9597314526
12	M.VISHAL	MECH	8015200435
13	R.HARISH	MECH	9087503461
14	R.DESINGAN	MECH	9600358283

Note:

1. Aspirant must be in suitable BMI range while reporting
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any arrears while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!!

Date: 04-03-2019

Place: RGCET

For SRI MARG HUMAN RESOURCE (P) LTD



Authorized Signatory



Dr. E. VIJAYAKRISHNA PABAKA
B.Tech. (Mech.), M.Tech.(Energy), P.E., U.P. (Energy)
M.I.S.T.E., F.I.I.P.E., M.C.S.M.C.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 605 402.



SRI SAI POWER AND EQUIPMENTS PRIVATE LIMITED
(Formerly known as SRI SAI PUMPS AND ENERGY SYSTEMS PRIVATE LIMITED)
(ISO 9001:2015 Certified Company)

Admin. Office: B-101, I Floor, Harihar Residency, No.20, Mannarpuram Main Road,
Mannarpuram, Tiruchirappalli - 620 020, Tamil Nadu.

Ph: 0431-2422085 E-mail: Info@solenergy.com Website: www.solenergy.com CIN: U29248TN2013PTC092333

Home

SPEL/HR/2019/IPO/

Feb-2019

Dear **SARAN KUMAR.S**

Letter of Intern cum Placement offer

This is with reference to your application and subsequent interview with us, we are pleased to offer you as Trainee in operation and maintenance Training in Thermal power plant for two months and upon successful completion of the training, and we may provide you a confirmed placement/Regular appointment, with salary details (CTC) and terms & conditions of offer as given below.

Terms and Conditions as follow:

1. The candidates who wish to be placed in our company soon after successful completion of training, by signing a service agreement on the 1st day of commencement of training, will be waived from the payment of this training fees.
2. If the candidates leave in the midst of the training after execution of agreement, then they have to pay the training cost in full to get relieved.
3. All other candidates who do not wish to execute the service agreement at the time of commencement of training and want to undergo training only, should pay the training cost in full. This fee will be treated as a security deposit for the special training we impart and will be returned to the candidates along with the first month salary, if the candidates wish to join our company at a later date agreeing for the service agreement conditions.
4. The candidates executing the service agreement after the completion of our training, should satisfy the terms and conditions of placement/appointment and if for any reason after joining the company, wish to leave the company in the middle of the service period breaking the agreement, then they will have to pay the liquidated damages.
5. The interested candidates who have signed an agreement with the company, after successful and satisfactory completion of training, may be placed suitably with a decent salary as per the company norms based on their degree/diploma qualification, in our company project sites as regular employees and may enjoy all the benefits of the regular employees.
6. The salary (CTC) for BE graduates and Diploma holders may be Rs.17000/and Rs.14500/respectively for the company trained-up engineers.
7. Your posting will be at any of our O&M establishment sites, anywhere in India and liable for transfer to any site/Department/HO/Unit of our group of companies in India.
8. ESI contribution will be deducted based on ESI applicable area and working site as per ESI act.
9. TDS and Professional Tax will be deducted as per statutory norms from the Net pay.
10. You are eligible for Bonus and Gratuity as per the payment of Gratuity act 1972 and as per the payment of Bonus act 1965.
11. You will be governed in all matters by the rules and regulations of the company for the time being in force and as amended to or modified from time to time and it is subject to the jurisdiction of Tiruchirappalli, Tamil Nadu, if any dispute arises.

You are requested to acknowledge receipt of this Intern cum Placement offer as a token of acceptance and return a copy to us.

For Sri Sai Power and Equipments (Pvt) Ltd.

Authorized Signatory



Dr. E. VIJAYAKRISHNA R.

B.Tech. (Mech.), M.Tech. (Energy), Ph.D.,
M.I.S.T.E., F.I.I.T.E., M.C.

PRINCIPAL

Rajiv Gandhi College of Engineering & T
Pondy - Cuddalore Main Rd
Kiramampakkam, Puducherry -

Signature of the candidate.



JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | IC38 exam pass Certificate |
| | Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



mer

Dr. E. VIJAYAKRISHNA RAPAKA
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 Pondy - Cuddalore Main Road,
 Kirumampakkam, Puducherry - 607 402.

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PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kirumampakkam, Puducherry - 607 402.



Date: 21/03/2019

Dear **Mr.A.Thulasidhasan**

Sub: Offer of Employment

With reference to the interview you had with us and our subsequent discussions, we are pleased to offer you the position of Trainee Recruiter at our Chennai office, Monthly salary will be Rs.18,000 per month, joining date is on June 1st week. The terms of this offer are as follows:

1. **Probation** - You will be on probation for a period of 3 months from the date of your reporting. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation** - You agree that the term of this Agreement shall be a minimum of twenty four (24) months of employment with DevCare Solutions. If you fail to complete twenty (24) months with DevCare Solutions, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

J. Pushkaladevi

J. Pushkaladevi
HR Manager,

Dr. E. Vijayakrishna Rapaka
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

131 N High St., Suite 640, Columbus, OH-43215
Tel : 614-221-2277 Fax : 614-388-5556

No.4, Ram Complex, Padasalai Street, Urapakkam
Chennai - 603210 Tel. : 044-47431394



Date: 27.02.2019

Dear **Mr. VISHNU PRASATH S** - Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "Graduate Engineer Trainee" in JBM MANUFACTURING GROUP as per the terms and conditions agreed upon during the discussion. you will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

The job location will be intimated after the domain specific training.

You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:

1. Two passport size photos
2. Copy of ID & Address proof
3. Copy of certificates

"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION



Authorized Signature

CO : Plot B52, NICE Area, MIDC, Satpur Nashik - 007. Phone : 0253 6634 901
HO : No. 401, GES Complex, 7th Street, Gandhipuram Coimbatore - 012. Phone : 0422 - 4530 393
RO : 60/31, 1st Floor, Rajaji Rd, West Tambaram, Tambaram, Chennai - 045. Cell: +91 96261 11155
Email : info@sstechnovation.in | Web : www.sstechnovation.in



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Pondy Cuddalore Road,
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JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life Insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate Individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/-. as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | :IC38 exam pass Certificate |
| | :Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



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36	SUSHMITHAA.S	sushmithaashankar@gmail.com



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PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kirumampakkam, Puducherry - 607 402.



JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an Agency leader/Senior Agency Leader and Group Agency Leader. These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft.

An Agency Leader (AL/SAL/GAL) will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|--|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



Dr. P. VIJAYAKRISHNA RAPAKA
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36	SUSHMITHAA.S	sushmithaashankar@gmail.com



RAJAHMUNDRY GOVT COLLEGE OF ENGINEERING & TECHNOLOGY
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 RAJAHMUNDRY, DISTRICT: RAJAHMUNDRY, AP-526 002
 RAJAHMUNDRY, DISTRICT: RAJAHMUNDRY, AP-526 002

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 Pondy - Cuddalore Main Road,
 Kirumempakkam, Puducherry - 607 402.



Indian Healthcare BPO

OFFER LETTER

To,

ADWAITH SATHEESANRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

You have to attend **30 Hours of Training** at Chennai location. After completion of this training we will conduct the client assessment for fixing your salary. You can expect the **starting salary from Rs.13000 to Rs.20000 per month** based on your qualification, Job Location and this 15 days training performance.

Training Joining Date: 13th May, 2019Training Duration: 30 Hrs (between 13th May to 31st May)

Working Location: Chennai, Coimbatore, Bangalore.

Required Documents:

1. Resume
2. Photograph 3
3. ID Proof – Aadhar Card
4. Qualification Proof – Course Completion Certificate

NOTE:

If unable to join by 13th of May, your offer letter will be cancelled.

Thank you,

Sridhar J
CEO

No.107, 3rd Floor, Usman Road, T Nagar, Chennai – 600017 | Branches: Bangalore, Hyderabad, Vellore & Salem
www.indianhealthcarebpo.com | careers@indianhealthcarebpo.com Ph: 044 45 495 495 | 9840014983 | 7200028525



Dr. E. VIJAYAKRISHNA RAPAKA
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PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pandy - Cuddalore Main Road,
 Krumampakkam, Puducherry - 607 402



Indian Healthcare BPO

OFFER LETTER

To,

AKSHAY MOHANDASRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry, an initiative for the position of Medical coding executive, we are pleased to select you for training and placement program.

You have to attend 30 Hours of Training at Chennai location. After completion of this training we will conduct the client assessment for fixing your salary. You can expect the starting salary from Rs.13000 to Rs.20000 per month based on your qualification, Job Location and this 15 days training performance.

Training Joining Date: 13th May, 2019Training Duration: 30 Hrs (between 13th May to 31st May)

Working Location: Chennai, Coimbatore, Bangalore.

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2. Photograph 3
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NOTE:

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Thank you,

Sridhar J
CEO

Dr. E. VIJAYAKRISHNA RAPAKA
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Krumampakkam, Puducherry - 607 402.

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SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : Rajiv Gandhi College of Engineering and Technology
Date : 11-Feb-19

Dear Akshaya C - B.Tech-Bio medical (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

J. Japh
Authorized Signatory

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.A.
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Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.
Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo:+91.44.4391.7884

CIN:U72200TN2000PTC045578





JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life Insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at **IDBI Federal**. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader**. These positions promise fixed salaries, along with other variables.

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An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | :IC38 exam pass Certificate |
| | :Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



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 Pondy - Cuddalore Main Road,
 Kurumampakkam, Puducherry - 607 402.



Indian Healthcare BPO

OFFER LETTER

To,

ARCHANA ARajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

You have to attend **30 Hours of Training** at Chennai location. After completion of this training we will conduct the client assessment for fixing your salary. You can expect the **starting salary from Rs.13000 to Rs.20000 per month** based on your qualification, Job Location and this 15 days training performance.

Training Joining Date: 13th May, 2019Training Duration: 30 Hrs (between 13th May to 31st May)

Working Location: Chennai, Coimbatore, Bangalore.

Required Documents:

1. Resume
2. Photograph 3
3. ID Proof – Aadhar Card
4. Qualification Proof – Course Completion Certificate

NOTE:

If unable to join by 13th of May, your offer letter will be cancelled.

Thank you,

Sridhar J
CEO

No.107, 3rd Floor, Usman Road, T Nagar, Chennai – 600017 | Branches: Bangalore, Hyderabad, Vellore & Salem
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PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Kandy - Cuddalore Main Road,
 Krumampakkam, Puducherry - 607 402.



Indian Healthcare BPO

OFFER LETTER

To,

ARTHI.VRajiv Gandhi College of Engineering & Technology
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at the **Campus of your college**, an initiative for the position of **Medical Coding and Billing executive**, we are pleased to select you for training and placement program.

You have to attend 50 hours (up to one month) **ON-JOB CERTIFICATION Training** at Pondicherry or Chennai location. After completion of this training we will conduct the final client assessment for fixing your salary. You can expect the **starting salary from Rs.13000 to Rs.20000 per month** based on your qualification, Job Location and training performance. Future growth up to Rs.10 Lakhs per annum.

Training starting date: 13th July 2019**Training Location: Pondicherry or Chennai****Work Location: Chennai, Bangalore, Vellore, Salem, Coimbatore, Hyderabad.**Need to submit below Documents by mail to careers@indianhealthcarebpo.com :

1. Resume with Photograph
2. ID Proof – Aadhar Card
3. Qualification Proof

NOTE: If unable to submit above mentioned documents on 4th March 2020, your offer letter will be cancelled.

Contact us @ 8220213110 / 7200035525 for further process.

Thank you,

Sridhar J
CEO

Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.J.S.T.E., F.J.I.P.E., M.C.S.J. M.C.I.A.
PRINCIPAL
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Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of Life Insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/-, as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)


6. Self-Sourced business payout

Apart from building your business skills, this Internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | IC38 exam pass Certificate |
| | Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch




Dr. E. VIJAYAKRISHNA RAPAKA
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 M.I.S.T.E., F.I.I.P.E., M.C.S.J.M.C.I.I.,
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 Rajiv Gandhi College of Engineering & Technology
 Pondy - Guddalore Main Road,
 Kurumampakkam, Puducherry - 607 402

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 Pondy - Cuddalore Main Road,
 Kirumampakkam, Pudukottai - 607 412.

d: Eligible Candidates

raman.A <vijalarman.athmanathan@epi-source.com>
Placement Cell <placementcell@rgcet.ac.in>
Sedhu,

Wed, Apr 24, 2019 at 02:25 PM

Please find below the updated status with regards to the selected candidates.

				Email id	Department	Specialization
1	ILAMATHY	G	9687389345	ilamathilaga98@gmail.com	B.Tech	Biomedical Engineering
2	KARPAGAVALLI R	R	6389056745	vallivalli.v@gmail.com	B.Tech	Biomedical Engineering
3	PRIYANGA RAJ	M	8976545908	vadhanapriya172@gmail.com	B.Tech	Biomedical Engineering
4	SENTHAMIZHSELVI	S	9878690567	senthamlzhkhana@gmail.com	B.Tech	Biomedical Engineering
5	THENRAL	M	8774569087	thenral151@gmail.com	B.Tech	Biomedical Engineering
6	ARUNKUMAR	B	932675890	arun20basso@gmail.com	B.Tech	Biomedical Engineering

Vijal Raman | Senior Executive | Human Resources

+91 9791101112

vijalarman.athmanathan@epi-source.com

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halmar

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IK


Dr. E. VIJAYAKRISHNA RAPAKA
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Kiramampakkam, Puducherry - 607 402.



Fwd: BYJU'S Result 2019 batch

1 message

Jagatheesh J <getme.jj16@gmail.com>

To: Placement Cell <placementcell@rgcetpdy.ac.in>

Tue, 26 Mar, 2019 at 9:54 AM

—— Forwarded message ——

From: **Gokul S** <gokul.s@byjus.com>

Date: Sat, 29 Dec, 2018, 6:25 PM

Subject: BYJU'S Result 2019 batch

To: placement rgcet <placementrgcet@gmail.com>

Cc: <getme.jj16@gmail.com>

Dear Jagadeesh,

Please find the list of students whom we have selected from the drive held at your campus. Congratulate them on our behalf.

Revert back with their email, mobile number and earliest possible date of joining to start their internship.

Aravind
S Vinoth Kumar
Arun Kumar - A
Mukesh Kanna M
Raja Kumaran
Sri Raman M

Gokul S

A +91 96357 43034

E gokul.s@byjus.com

BYJU'S

www.byjus.com



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JOINING LETTER

To,
STUDENTS OF RIT

Date: 27-09-2018

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Regards,
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Coimbatore Branch

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 Pandey - Cuddalore Main Road,
 Karamampakkam, Puducherry - 607 402.



SUTHERLAND

PROVISIONAL OFFER LETTERCampus Name : **RGCE**,Date : **18/1/19**Dear **BLINDA PRIYADARSHINI (BIOMEDICAL)**,

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

A. V. Karic
Authorized Signatory

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
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Kirimampakkam, Puducherry - 607 402.

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo: +91.44.4391.7884

CIN: U72200TN2000PTC045578





Indian Healthcare BPO

OFFER LETTER

To,

CHITRA SRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

You have to attend **30 Hours of Training** at Chennai location. After completion of this training we will conduct the client assessment for fixing your salary. You can expect the **starting salary from Rs.13000 to Rs.20000 per month** based on your qualification, Job Location and this 15 days training performance.

Training/Joining Date: 13th May, 2019Training Duration: 30 Hrs (between 13th May to 31st May)

Working Location: Chennai, Coimbatore, Bangalore.

Required Documents:

1. Resume
2. Photograph 3
3. ID Proof – Aadhar Card
4. Qualification Proof – Course Completion Certificate

NOTE:

If unable to join by 13th of May, your offer letter will be cancelled.

Thank you,

Sridhar J
CEO

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
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Indian Healthcare BPO

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To,

G GEETHAPRIYARajiv Gandhi College of Engineering,
Pondicherry.

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Thank you,

S. Jitha
CEO

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www.indianhealthcarebpo.com | careers@indianhealthcarebpo.com Ph: 044 45 495 495 | 9840014983 | 7200035525





JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

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To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft:

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader (Indirect Team L1 & L2 -Quarterly)
6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | :IC38 exam pass Certificate |
| | :Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. IIT KGP
M.I.S.T.E., F.I.I.P.E., M.C.S., M.S.M.
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5	KARTHIKEYAN.S	karthikeyanseenu1997@gmail.com
6	ANBARASAN.K	udhaya.ramamurthy@gmail.com
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9	MOHAMMED AZARUDEEN.J	azar.azarudeen.786@gmail.com
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13	VENKATESH.S	venkatstark2@gmail.com
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19	VAMSHI PRIYA.D	
20	PADMASHRI SWAMINATHAN	padmashri1025@gmail.com
21	MANIKANDAN.N	manikandan12.mm7@gmail.com
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27	RAPHAELA JOSEPHINE.A	rephurose27@gmail.com
28	ASHIF FARHAN.S	
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36	SUSHMITHAA.S	sushmithaashankar@gmail.com



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 Gumampakkam, Puducherry - 607 402

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45	RAJ VIGNESH.S	rajvignesh2126@gmail.com
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47	PRIYADHARSHINI.J	dhharshinijawahar6@gmail.com
48	SHANKAR GANESH.N	shankarganesh0598@gmail.com
49	RAGUL RAJ.M	ragulrajm25@gmail.com
50	BLINDAPRIYADHARSHINI	blindadavid29@gmail.com
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52	INDUREKA RATHIN	indurekarathin@gmail.com
53	JIBIN JOY	joyjibin77@gmail.com
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55	PRITHI MUTHUKARUPPAN	prithiselvam@gmail.com
56	THEERTHA.S	theertha487@gmail.com
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64	VIJAYANAND.V	viayanand96msv@gmail.com
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68	NAVEEN.M	naveeniaga142@gmail.com
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70	IMANIKANDAN.B	manikan23india@gmail.com
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PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Krumampakkam, Puducherry - 605 407

/d: Eligible Candidates

iraman.A <vijairaman.athinathan@epsource.com>
 Placement Cell <placementcell@rgcetpdy.ac.in>
 I Sedhu,

Wed, Apr 24, 2019 at 02:25 PM

base find below the updated status with regards to the selected candidates.

Sl. No.	Name	Gender	Phone No.	Email ID	Stream	Specialization
1	ILAMATHY	G	9687389345	ilamathilla98@gmail.com	B.Tech	Biomedical Engineering
2	KARPAGAVALLI R	R	6389056745	yallivalivi@gmail.com	B.Tech	Biomedical Engineering
3	PRIYANGA RAI	M	8976545908	yadhanapriva172@gmail.com	B.Tech	Biomedical Engineering
4	SENTHAMIZHSELVI	S	9878690567	santhamizhuhana@gmail.com	B.Tech	Biomedical Engineering
5	THENRAL	M	8774569087	thendral151@gmail.com	B.Tech	Biomedical Engineering
6	ARUNKUMAR	B	932675890	arun20bass@gmail.com	B.Tech	Biomedical Engineering

regards,

Vijai Raman | Senior Executive | Human Resources

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vijairaman.athinathan@epsource.com

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Rajiv Gandhi College of Engineering & Technology
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Kirimampakkam, Puducherry - 607 402



Indian Healthcare BPO

OFFER LETTER

To,

JANANIM.Rajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

You have to attend **30 Hours of Training** at Chennai location. After completion of this training we will conduct the client assessment for fixing your salary. You can expect the **starting salary from Rs.13000 to Rs.20000 per month** based on your qualification, Job Location and this 15 days training performance.

Training Joining Date: 13th May, 2019Training Duration: 30 Hrs (between 13th May to 31st May)

Working Location: Chennai, Coimbatore, Bangalore.

Required Documents:

1. Resume
2. Photograph 3
3. ID Proof – Aadhar Card
4. Qualification Proof – Course Completion Certificate

NOTE:

If unable to join by 13th of May, your offer letter will be cancelled.

Thank you,

Sridhar J
CEO

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PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kurumampakkam, Puducherry - 607 402.





Indian Healthcare BPO

OFFER LETTER

To,

KALAIVANY KRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

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Thank you,

Sridhar J
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 Krumampakkam, Puducherry - 607 402.



Indian Healthcare BPO

OFFER LETTER

To,

KARISHMA DASRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

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 Krumampakkam, Puducherry - 607 402.



: Eligible Candidates

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 Placement Cell <placementcell@rgcetpdy.ac.in>
 idhu,

Wed, Apr 24, 2019 at 02:25 PM

se find below the updated status with regards to the selected candidates.

1	ILAMATHY	G	9687389345	ilamathilias98@gmail.com	B.Tech	Biomedical Engineering
2	KARPAGAVALLI R	R	6389056745	yalilivaliliv@gmail.com	B.Tech	Biomedical Engineering
3	PRIYANGA RAI	M	8976545908	vardhanapriya17@gmail.com	B.Tech	Biomedical Engineering
	SENTHAMIZHSELVI	S	9878690567	senthamizhdhana@gmail.com	B.Tech	Biomedical Engineering
5	THENRAL	M	8774569087	thendrat151@gmail.com	B.Tech	Biomedical Engineering
6	ARUNKUMAR	B	932675890	arun20bass@gmail.com	B.Tech	Biomedical Engineering

Hi ds,

Vijai Raman | Senior Executive | Human Resources

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 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kurumampakkam, Puducherry - 607 402.



Indian Healthcare BPO

OFFER LETTER

To,

R KAVIYARajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

You have to attend **30 Hours of Training** at Chennai location. After completion of this training we will conduct the client assessment for fixing your salary. You can expect the **starting salary from Rs.13000 to Rs.20000 per month** based on your qualification, Job Location and this 15 days training performance.

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1. Resume
2. Photograph 3
3. ID Proof – Aadhar Card
4. Qualification Proof – Course Completion Certificate

NOTE:

If unable to join by 13th of May, your offer letter will be cancelled.

Thank you,

Sridhar J
CEO

Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Material)
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Indian Healthcare BPO

OFFER LETTER

To,

KRISHNAKUMAR DRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

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4. Qualification Proof – Course Completion Certificate

NOTE:

If unable to join by 13th of May, your offer letter will be cancelled.

Thank you,

Sridhar J
CEO

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PULSUS Healthtech LLP - Offer Letter

message

18 March 2019 at 13:52

PULSUS Healthtech LLP | <chennaihr@pulsus.com>

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evathy.v97@hotmail.com, asifmohamed18@gmail.com, rkavi2498@gmail.com, ss.yuvasree1997@gmail.com Cc:
placement officer <rgcetplacementwing@gmail.com>

Dear ALL,

Greetings from PULSUS group!!

With reference to your application and the subsequent Interview you had with us, we are pleased to Inform that you are selected at PULSUS Healthtech LLP.

During the first six months, you will receive a consolidated Payment of Rs.16000/- per month only. Apart from payment, you are also eligible for Incentives upon reaching the targets.

You all are requested to join on 2nd April 2019 at 10.00 AM at the following venue:

PULSUS Healthtech LLP (SEZ Unit),
DLF IT Park, Block 9A, 1st Floor, 1/124,
Shivaji Garden, Moonlight Stop Nandambakkam,
Ramapuram, Chennai, Tamil Nadu-600089, India.
Phone Number : 044-6625-2600

We are welcoming you on board for a successful career with Pulsus Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

List of Documents to be submitted at the time of Joining

• Copy of all educational certificates
• Eight passport size photographs.
• Copy of PAN Card/AADHAR Card/Ration Card (As address proof)

All Original copy of educational certificates for verification .

Warm Regards

Rasmi Nayak

Human Resource | Pulsus Healthtech LLP

DLF | Ramapuram | Chennai

DR. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), U.Tech.(Energy), Ph.D. (IIT Madras)
I.I.T.E., F.I.I.P.E., M.G.S.I.M.C.A.
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Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 607 402.




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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Guddalore Main Road,
Kirumampakkam, Puducherry - 607 407



Indian Healthcare BPO

OFFER LETTER

To,

MOHAMMED SHAFIRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

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Required Documents:

1. Resume
2. Photograph 3
3. ID Proof – Aadhar Card
4. Qualification Proof – Course Completion Certificate

NOTE:If unable to join by 13th of May, your offer letter will be cancelled.

Thank you,

Sridhar J
CEO

Dr. B. VIJAYAKRISHNA RAO
 B.Sc.(Med), M.Tech(Energy), Ph.D. (M. Madras)
 M.S.T.E., F.I.P.S., M.C.S.I, M.C.I.T.,
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Indian Healthcare BPO

OFFER LETTER

To,

MOHAMMED SHAMIL HASSAN
Rajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

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Sridhar J
CEO



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech), M.Tech. (Design), Ph.D. (IT Madras)
M.S.T.E., Fd.I., P.Eng., M.Sc. (Tech), Fd.I.
Principal
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Mugilan P


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M.I.S.T.E., F.I.I.P.E., M.C.S.J. MC (I.I.),
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumankkum, Pudukkottai - 607 402

Employee Code: L1033912






NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
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4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
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26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH


Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech), M.Tech (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
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Pondy - Cuddalore Main Road,
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40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A. Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD


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/d: Capgemini - Pooled Campus REC - BME - 2019 batch - 30th Jan 2019

alakshmi EC- Placement Officer <placement@rajalakshmi.edu.in>
 Phillip Praveen I <phillippraveen.i@rajalakshmi.edu.in>
 placementcell@rgcetpdy.ac.in

Tue, Feb 5, 2019 at 3:22 PM

Dear Sir/Madam
 Please find attached the Interim selection list Shared by Capgemini.
 Regards
 Phillip
 (quoted text hidden)

 Rajalakshmi College_Biomedical 30 Jan 19 Interim select list.xls
 29K

Sl. No.	Shortlist	Name	Gender	Date of Birth	Mobile	Email	College	Batch	Branch, Degree
008	Yes	P. Ganga	Female	21-May-1996	+91 9769962601	ganga2021sugram@gmail.com	ARUN COLLEGE OF TECHNOLOGY	2019	BIOMEDICAL, B.E
229	Yes	A. Arathi	Female	29-Aug-1997	+91 8778752856	arjanan5761@gmail.com	Alpha College of Engineering	2019	Biomedical Engineering, B.E
560	Yes	J. Subhmitra	Female	16-Sep-1997	+91 9443421732	submi1609.j@gmail.com	G.K.M College Of Engineering And Technology	2019	Biomedical engineering, B.E
096	Yes	Shratharjen Kanarasa	Female	11-Nov-1997	+91 7358452897	siva111197@gmail.com	GVM College of Engineering and Technology	2019	Biomedical Engineering, B.E
691	Yes	Subhika.P	Female	16-Nov-1997	+91 7358728500	spdi1697@gmail.com	Jerusalem college of Engineering	2019	Biomedical, B.E
495	Yes	Mahalakshmi	Female	19-Dec-1997	+91 9940550229	mahalakshmi305@gmail.com	Jerusalem College of Engineering	2019	Biomedical Engineering, B.E
2003	Yes	G. Vidya	Female	18-Dec-1997	+91 7299536357	vidyaganesh@yahoo.com	Jerusalem College Of Engineering	2019	Biomedical Engineering, B.E
2257	Yes	K. Gayathri Devi	Female	23-Mar-1998	+91 9677740879	gayathridevi22@gmail.com	Jerusalem college of engineering	2019	Bio-medical Engineering, B.E
0302	Yes	Selomi.G	Female	01-Apr-1998	+91 8939235977	hazelgracestale@gmail.com	Jerusalem College of Engineering	2019	Biomedical Engineering, B.E
0383	Yes	R. Anusha	Female	10-Jan-1997	+91 7358962426	anusha1375@gmail.com	Jerusalem College Of The Engineering	2019	Biomedical Engineering, B.E
0266	Yes	Randhina	Female	04-May-1996	+91 9838960026	randhinarandhina@gmail.com	Rajiv Gandhi College of Engineering and Technology	2019	BIOMEDICAL ENGINEER, B.Tech
0446	Yes	Soorya.G	Male	16-May-1996	+91 8124322232	soorya071@gmail.com	rajiv gandhi college of engineering and technology	2019	biomedical engineering, b. tech


DR. E. VIJAYAKRISHNA RAPAKA
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PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy Custodians Main Road,
 Arumampakkam, Puducherry - 605 402.





Indian Healthcare BPO

OFFER LETTER

To,

NARMATHA SRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

You have to attend **30 Hours of Training** at Chennai location. After completion of this training we will conduct the client assessment for fixing your salary. You can expect the **starting salary from Rs.13000 to Rs.20000 per month** based on your qualification, Job Location and this 15 days training performance.

Training/Joining Date: 13th May, 2019Training Duration: 30 Hrs (between 13th May to 31st May)

Working Location: Chennai, Coimbatore, Bangalore

Required Documents:

1. Resume
2. Photograph 3
3. ID Proof – Aadhar Card
4. Qualification Proof – Course Completion Certificate

NOTE:

If unable to join by 13th of May, your offer letter will be cancelled.

Thank you,

Sridhar J
CEO

Dr. E. VIJAYAKRISHNA RAPAKA
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M.I.S.T.E., F.I.T.P.E., M.C.S.I.M.C.I.I.,
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Pondy - Cuddalore Main Road,
Kilumanipalkam, Puducherry - 607 402.

No.107, 3rd Floor, Usman Road, T Nagar, Chennai – 600017 | Branches: Bangalore, Hyderabad, Vellore & Salem
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NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

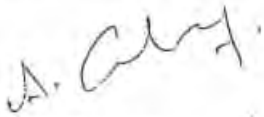
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Kirmamangalapuram, Pondicherry - 605 006




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A.Gurumoorthy |
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Poncy - Cuddalore Main Road,
Kirumampakkani, Puducherry - 607 402.





ULSUS Healthtech LLP - Offer Letter

message

18 March 2019 at 13:52

| PULSUS Healthtech LLP | <chennaihr@pulsus.com>
 To: soundariyakannan1998@gmail.com, shayenabegum13@gmail.com, nivedha.szhagan@gmail.com,
 vathy.v97@hotmail.com, asifmohamed18@gmail.com, rkavi2498@gmail.com, ss.yuvasree1997@gmail.com Cc:
 Placement officer <rgcetplacementwing@gmail.com>

Dear ALL,

Greetings from PULSUS group!!

With reference to your application and the subsequent interview you had with us, we are pleased to inform that you
 are selected at PULSUS Healthtech LLP.

During the first six months, you will receive a consolidated Payment of Rs.16000/- per month only. Apart from
 payment, you are also eligible for Incentives upon reaching the targets.

You all are requested to join on 2nd April 2019 at 10.00 AM at the following venue:

PULSUS Healthtech LLP (SEZ Unit),
DLF IT Park, Block 9A, 1st Floor, 1/124,
Shivaji Garden, Moonlight Stop Nandambakkam,
Ramapuram, Chennai, Tamil Nadu-600089, India.
Phone Number : 044-6625-2600

We are welcoming you on board for a successful career with Pulsus Family. If the above terms are acceptable, Kindly
 acknowledge the receipt of the same.

List of Documents to be submitted at the time of Joining
 Photocopy of all educational certificates Eight passport size
 photographs.
 Copy of PAN Card/AADHAR Card/Ration Card (As address proof)
 All Original copy of educational certificates for verification .

Warm Regards

Rasmi Nayak

Human Resource | Pulsus Healthtech LLP

DLF | Ramapuram | Chennai


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PRINCIPAL
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 Pandey - Cuddalore Main Road,
 Krimampakkam, Puducherry - 607 402.



<https://mail.google.com/mail/u/1?ik=6b6d2f46f8&view=pt&search=all&permthid=thread-f%3A1628330918595324623&simpl=msg-f%3A162833091859...1/2>
25/2019 Gmail - PULSUS Healthtech LLP - Offer Letter



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(Signature)
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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore 605 006
Kiramampakkam



LI Creative Technologies

Next Generation Software Developers

Date: 18/03/2019

Name: **Pradhinila.A**
City: Pondicherry

RE: LETTER OF OFFER OF EMPLOYMENT – *Web Developer*

Dear Pradhinila.A,

Following our recent discussions, we are delighted to offer you the position of *Web Developer* with *LI Creative Technologies*. If you join *LI Creative Team*, you will become part of a fast-paced and dedicated team that works together to provide the innovative and creative products in web technology.

As a member of *LI Creative Technologies*, we would ask for your commitment to deliver outstanding quality and results that exceed our team expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *our organization*. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: *Web Developer*

Salary: *Rs. 1,00,000/annum*

Internship Period: *3 Months*

Hours of work: *9 Hours/Day*

There will be an internship program with not more than 3 months of time span. Based on your performance during the training joining date will be announced to you.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards (or Labor Standards).

We will notice your behaviour and discipline and at any cause if your behaviour is against the company we will terminate you without any further notice.

No.5 (2nd Floor) Jayamorthy Raja Nagar Main Road,
Mudalipalayam, Pondicherry-605004. Phone: 811 00 54 825

www.licreativetechologies.com

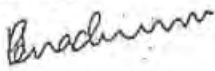


LI Creative Technologies

Next Generation Software Developers

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,


K. Hemachandiran
Chief Executive Officer
LI Creative Technologies

LI CREATIVE TECHNOLOGIES
No.5, 2nd Floor
Jayamoorthy Raja-Nagar Main Road
Mudaliarpet, Puducherry- 605 004
Phone: 8110054825

With the signature below, I accept this offer for employment.

Name _____

Date _____


Terms:

Company may terminate your employment at any time for cause.

After the end of your probationary period, Company may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, and any severance pay required by the Employment Standards Act, 2000 and no more.

Resignation:

Should you wish to resign your employment with Company, you will be required to provide 1 month written notice to enable us transition your work.


Dr. E. VIJAYAKRISHNA RAPAKA
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Mudaliarpet, Puducherry-605004 Phone: 811 00 54 825

www.licreativetechnologies.com



LI Creative Technologies

Next Generation Software Developers

Date: 18/03/2019

Name: **Preethika.M**

City: Pondicherry

RE: LETTER OF OFFER OF EMPLOYMENT - *Web Developer*

Dear Preethika.M,

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Ph.D. (IT Madras)
M.Tech (Energy), Ph.D. (IT Madras)
M.Sc. (S.T.E.), F.I.I.P.E., M.C.S.I. M.S.I.I.,
F.I.T.S.I.

No.5, 2nd Floor, Jayamoorthy Raja Nagar Main Road,
Mudalamel, Pondicherry-605004. Phone: 844 00 54 825

LI Creative Technologies
Pondy - Gundacote Main Road,
Krumampakkam, Pondicherry - 607 402.

www.licreativetechologies.com

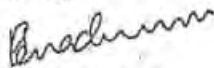


LI Creative Technologies

Next Generation Software Developers

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



K. Hemachandiran
Chief Executive Officer
LI Creative Technologies

LI CREATIVE TECHNOLOGIES
No.5, 2nd Floor
Jayamoorthy Raja Nagar Main Road
Mudallarpet, Puducherry- 605 004
Phone: 8110054825

With the signature below, I accept this offer for employment.

Name

Date

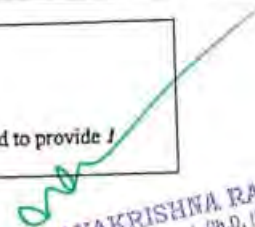
Terms:

Company may terminate your employment at any time for cause.

After the end of your probationary period, Company may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, and any severance pay required by the Employment Standards Act, 2000 and no more.

Resignation:

Should you wish to resign your employment with Company, you will be required to provide 1 month written notice to enable us transition your work.


Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
College of Engineering & Technology
Main Road,
Mudallarpet, Puducherry- 605 004

No.5 (2nd Floor) Jayamoorthy Raja Nagar Main Road
Mudallarpet Puducherry-605004 Phone: 811 00 54 825

www.licreativetechologies.com





JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an Agency leader/Senior Agency Leader and Group Agency Leader. These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/-, as Demand Draft.

An Agency Leader (AL/SAL/GAL) will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | :IC38 exam pass Certificate |
| | :Project Completion Certificate |

Regards,
IDBI Federal Life Insurance Co Ltd
Coimbatore Branch

Dr. E. ...
B.Tech. (Mech), M.Sc. ...
M.A.S.T.E., F.I.D.P.E., M.C.S.I. M.C.S.I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy, Cuddalore Main Road,
Kirim ... Puducherry - 607 402.



SL.NO	NAME	MAIL ID
1	PREETHI.M	preethi120598@gmail.com
2	MANIMEGALAI.N	manimegalainatesanr@gmail.com
3	SOUMIYA TAZE.R	soumyataze11697@gmail.com
4	HEMA PRIYA.K	privaHEMA827@gmail.com
5	KARTHIKEYAN.S	karthikeyanseenu1997@gmail.com
6	ANBARASAN.K	udhava.ramamurthy@gmail.com
7	KARTHIK.R	rk421412@gmail.com
8	NIRMAL KUMAR.R	nirmalcool377@gmail.com
9	MOHAMMED AZARUDEEN.J	azar.azarudeen.786@gmail.com
10	SANTHAKUMAR.R.S	santhakumarrs@gmail.com
11	RATHNA MURUGAN.D	rathinam1611@gmail.com
12	VENKATESH.A	welfredvenkat@gmail.com
13	VENKATESH.S	venkatstark2@gmail.com
14	MANIKANDAN.D	manikandan199797@gmail.com
15	AMANULLAH NASER	amannullah3@gmail.com
16	JAYASEELAN.K	laseelan0201@gmail.com
17	GOPI.G	goplg9493@gmail.com
18	NAPHTHALINE GERARD	naptha28@gmail.com
19	VAMSHI PRIYA.D	
20	PADMASHRI SWAMINATHAN	padmashri1025@gmail.com
21	MANIKANDAN.N	manikandan12.mm7@gmail.com
22	ARUNKUMAR	vijayarun382@gmail.com
23	GNANASEKAR.S	gnans046@gmail.com
24	DHIVYA BHARATHI.K	kdhivyaabharathi98@gmail.com
25	ROFINA BEGUM.B	rofinabegum3@gmail.com
26	UMA B	uma3031@gmail.com
27	RAPHAELA JOSEPHINE.A	rephurose27@gmail.com
28	ASHIF FARHAN.S	
29	SHALIMA BEGUM.K	shalimabegum@gmail.com
30	KAVIYAA.R	rkavi2498@gmail.com
31	ARUN.A	arun.ar.2212@gmail.com
32	SRI RAMAN.M	sristrom23@gmail.com
33	ASWINI.P	ashwinibella17@gmail.com
34	RASHMI.R	rashmirash415@gmail.com
35	BABY ANILAA.R	babvanilaa@gmail.com
36	SUSHMITHAA.S	sushmithaashankar@gmail.com

Dr. E. VIJAYAKRISHNA KAPAKA
 B.Tech., (Mech.), M.Tech. (Engg.), Engg. (M. Madras)
 M.S.T.E., P.D.P.E., M.C.S.I. M.C.I.T.
PRINCIPAL
 Sree Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Krumampakkam, Puducherry - 607 402.



37	HARISHKUMAR.M	harishmaran001@gmail.com
38	MOHAN RAJ.V	mohanfifteen@gmail.com
39	KUSHAL PATRA	kushalpatra18@gmail.com
40	ARAVINDH.D	aravindhfinix@gmail.com
41	ALEX RAJ.H	alexhari1997@gmail.com
42	RAJA SEKAR.B	princegugan7871@gmail.com
43	PRIYADHARSHINI.S	privashree510@gmail.com
44	DHARUN.N	dson1998@gmail.com
45	RAJ VIGNESH.S	rajvignesh2126@gmail.com
46	SRINIVAS GANESH.M	srinivasganesh98@gmail.com
47	PRIYADHARSHINI.J	dharshini Jawahar6@gmail.com
48	SHANKAR GANESH.N	shankarganesh0598@gmail.com
49	RAGUL RAJ.M	ragulraim25@gmail.com
50	BLINDAPRIYADHARSHINI	blindadavid29@gmail.com
51	KEERTHANA J	keerthanaleevanath30@gmail.com
52	INDUREKA RATHIN	Indurakarathin@gmail.com
53	JIBIN JOY	joivilbin77@gmail.com
54	JAIGANESH.J	jaiganesh1996@gmail.com
55	PRITHI MUTHUKARUPPAN	prithiselvam@gmail.com
56	THEERTHA.S	theertha487@gmail.com
57	CYRIL ANTONIE.B	cyrilantonie@gmail.com
58	SURIYA.N	suri.1310@gmail.com
59	KIRAN R	kiran.23588@gmail.com
60	ANSARI DURAI SAMY.D	duraiadsboss97@gmail.com
61	THAMIZHARASI.P	tamilrice95@gmail.com
62	ABINAYA GANDHI	abliauthentic@gmail.com
63	MANIBALAN.M	manibalan2013@gmail.com
64	VIJAYANAND.V	vijayanand96msv@gmail.com
65	ASHOK KUMAR.M	ashokmah21@gmail.com
66	VENKADAKRISHNA.C	venkatcy6@gmail.com
67	LOGITHA G	logithaganesan1996@gmail.com
68	NAVEEN.M	naveeniaga142@gmail.com
69	KARTHIK.V	karthikbabu11821@gmail.com
70	MANIKANDAN.B	manikan23india@gmail.com
71	SRIRAM.M	sriramsiddarth795@gmail.com

D. E. VIJAYAKRISHNAN
 B.Tech. (Mech), M.Tech. (Energy), Ph.D.
 M.S.T.E., Ph.D. E., M.C.S.I.M.
 PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology,
 Pandey - Chiddalore Main Road,
 Tirumangalakudi, Pudukcherry - 607 402.



Eligible Candidates

aman.A <vijairaman.athmanathan@episource.com>
Placement Cell <placementcell@rgcetpdy.ac.in>
Sedhu,

Wed, Apr 24, 2019 at 02:25 PM

ase find below the updated status with regards to the selected candidates.

Sl. No.	Name	Gender	Registration No.	Email Address	Qualification	Specialization
1	ILAMATHY	G	9687389345	ilamathia98@gmail.com	B.Tech	Biomedical Engineering
2	KARPAGAVALLU R	R	6389056745	yallivalliv@gmail.com	B.Tech	Biomedical Engineering
3	PRIYANGA RAJ	M	8976545908	vadhanapriya172@gmail.com	B.Tech	Biomedical Engineering
4	SENTHAMIZHSELVI	S	9878690567	senthamizhichana@gmail.com	B.Tech	Biomedical Engineering
5	THENRAL	M	8774569087	thenral151@gmail.com	B.Tech	Biomedical Engineering
6	ARUNKUMAR	B	932675890	arun20bass@gmail.com	B.Tech	Biomedical Engineering

ards.

Vijai Raman | Senior Executive | Human Resources

+91 9791101112

vijairaman.athmanathan@episource.com

Prince Infocity II, 2nd floor, 141 Old Mahalingapuram Road, Kandanchavadi, Chennai, Tamil Nadu
600096

1 2

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episource India Pvt. Ltd.

Prince Info City II, 141, Rajiv Gandhi Salai, OMR

Kandanchavadi | Chennai - 600 096

E. VIJAYAKRISHNA KAPANA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (Energy)
M.I.S.T.E., F.I.I.P.E., M.A.S.I. M.C.A.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 605 002



The information contained herein is confidential and may be subject to legal proceedings. It is intended solely for the use of the individual named above and is not to be distributed or used by anyone else without the express written consent of the sender.

1K

E. V. JAYARISHNA RAO, M.A.,
Dr. E. Jayarishna Rao, Ph.D. (NE Medical),
B.Tech. (Mech.), M.Tech. (M.E.) (P.S.), M.Clinical
Medicine, F.R.C.P.
HOSPITAL
Rajiv Gandhi College of Engineering & Technology,
Rajiv Gandhi Centre for Clinical Research & Road,
Kundurampakkam, Pudukkottai - 607-402.





Indian Healthcare BPO

OFFER LETTER

To,

RAHIMA RRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

You have to attend **30 Hours of Training** at Chennai location. After completion of this training we will conduct the client assessment for fixing your salary. You can expect the **starting salary from Rs.13000 to Rs.20000 per month** based on your qualification, Job Location and this 15 days training performance.

Training Joining Date: 13th May, 2019Training Duration: 30 Hrs (between 13th May to 31st May)

Working Location: Chennai, Coimbatore, Bangalore,

Required Documents:

1. Resume
2. Photograph 3
3. ID Proof – Aadhar Card
4. Qualification Proof – Course Completion Certificate

NOTE:

If unable to join by 13th of May, your offer letter will be cancelled.

Thank you,

Sridhar J
CEO

Dr. E. VIJAYAKRISHNA RAO
B.Tech (Mech), M.Tech (Energy), Ph.D. (IT Madras)
M.B.A., F.A.S.T., M.C.E.I. M.C.I.A.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy – Gudalore Main Road,
Krumankulam, Pondicherry - 605 002

No.107, 3rd floor, Usman Road, T Nagar, Chennai – 600017 | Branches: Bangalore, Hyderabad, Vellore & Salem
www.indianhealthcarebpo.com | careers@indianhealthcarebpo.com Ph: 044 45 495 495 | 9840014983 | 7200035525





Indian Healthcare BPO

OFFER LETTER

To,

RAMYA KRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

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Required Documents:

1. Resume
2. Photograph 3
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4. Qualification Proof – Course Completion Certificate

NOTE:

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Thank you,

Sudhar J
CEO

UJAYAKRISHNA RAMANA
Principal
Rajiv Gandhi College of Engineering & Technology
Pondy - Gudalore Main Road,
Kiramampakkam, Puducherry - 607 402.

#107, 3rd Floor, Usman Road, T Nagar, Chennai – 600017 | Branches: Bangalore, Hyderabad, Vellore & Salem
www.indianhealthcarebpo.com | careers@indianhealthcarebpo.com Ph: 044-45495495 | 9840014983 | 9840035525



LI Creative Technologies

Next Generation Software Developers

Date: 18/03/2019

Name: **Ramya.T**
City: Pondicherry

RE: LETTER OF OFFER OF EMPLOYMENT – *Web Developer*

Dear Ramya.T,

Following our recent discussions, we are delighted to offer you the position of *Web Developer* with *LI Creative Technologies*. If you join *LI Creative Team*, you will become part of a fast-paced and dedicated team that works together to provide the innovative and creative products in web technology.

As a member of *LI Creative Technologies*, we would ask for your commitment to deliver outstanding quality and results that exceed our team expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *our organization*. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: *Web Developer*

Salary: *Rs. 1,00,000/annum*

Internship Period: *3 Months*

Hours of work: *9 Hours/Day*

There will be an internship program with not more than 3 months of time span. Based on your performance during the training joining date will be announced to you.

Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards (or Labor Standards).

We will notice your behaviour and discipline and at any cause if your behaviour is against the company, we will terminate you without any further notice.

No 5 (2nd Floor), Jayamoorthy Raja Nagar Main Road,
Mudalipet, Pondicherry - 605004 Phone: 611 00 64 825

D: E. VIJAYAKRISHNA
B.Tech. (Mech), M.Tech. (Engg.)
M.I.S.T.E., & I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology,
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402.

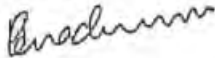


LI Creative Technologies

Next Generation Software Developers

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



K. Hemachandiran
Chief Executive Officer
LI Creative Technologies

LI CREATIVE TECHNOLOGIES

No.5, 2nd Floor
Jayamoorthy Raja Nagar Main Road
Mudaliarpet, Puducherry- 605 004
Phone: 8110054825

With the signature below, I accept this offer for employment.

Name _____

Date _____

Terms:

Company may terminate your employment at any time for cause.

After the end of your probationary period, *Company* may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, and any severance pay required by the *Employment Standards Act, 2000* and no more.

Resignation:

Should you wish to resign your employment with *Company*, you will be required to provide *month* written notice to enable us transition your work.

Dr. E. VIJAYAKRISHNA KAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.J.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Mannampakkam, Puducherry - 607 402.

No.5 (2nd Floor) Jayamoorthy Raja Nagar Main Road,
Mudaliarpet, Puducherry-605004 Phone: 811 00 54 825

www.licreativetechologies.com





SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : Rajiv Gandhi College of Engineering and Technology

Date : 11-Feb-19

Dear **Ravi sankar S** - B.Tech-Bio (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG-education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception

Yours sincerely,

Sutherland

J. S. S. S.
Authorized Signatory

Dr. E. VIJAYAKRISHNAN
B.Tech. (Mech), M.Tech. (Mech), M.S.T.E., F.I.I.T.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402.

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo: +91.44.4391.7884

CIN: U72200TN2000PTC045578





SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : Rajiv Gandhi College of Engineering and Technology

Date : 11-Feb-19

Dear **Revathy V** - B.Tech-BME (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

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- 10 Passport size photographs
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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (UT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S., and more
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 605 402.

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo: +91.44.4391.7884

CIN:U72200TN2000PTC045578



LI Creative Technologies

Next Generation Software Developers

Date: 18/03/2019

Name: **Santhosh.R.U**

City: Pondicherry

RE: LETTER OF OFFER OF EMPLOYMENT – *Web Developer*

Dear *Santhosh.R.U*,

Following our recent discussions, we are delighted to offer you the position of *Web Developer* with *LI Creative Technologies*. If you join *LI Creative Team*, you will become part of a fast-paced and dedicated team that works together to provide the innovative and creative products in web technology.

As a member of *LI Creative Technologies*, we would ask for your commitment to deliver outstanding quality and results that exceed our team expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *our organization*. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: *Web Developer*

Salary: *Rs. 1,00,000/annum*

Internship Period: *3 Months*

Hours of work: *9 Hours/Day*

There will be an internship program with not more than 3 months of time span. Based on your performance during the training joining date will be announced to you.

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This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards (or Labor Standards).

We will notice your behaviour and discipline and at any cause if your behaviour is against the company, we will terminate you without any further notice.

Dr. E. VIJAYAKRISHNAN
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.
PRINCIPAL
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Mudalipet, Pondicherry - 605004. Phone: 844 00 54 825

N5/5 (2nd Floor) Jayamooni Rajanagar, Main Road,
Mudalipet, Pondicherry - 605004. Phone: 844 00 54 825

www.licreativetechnologies.com



LI Creative Technologies

Next Generation Software Developers

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



K. Hemachandiran
Chief Executive Officer
LI Creative Technologies

LI CREATIVE TECHNOLOGIES

No.5, 2nd Floor
Jayamoorthy Raja Nagar Main Road
Mudallarpet, Puducherry- 605 004
Phone: 8110054825

With the signature below, I accept this offer for employment.

Name _____

Date _____

Terms:

Company may terminate your employment at any time for cause.

After the end of your probationary period, *Company* may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, and any severance pay required by the *Employment Standards Act, 2000* and no more.

Resignation:

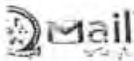
Should you wish to resign your employment with *Company*, you will be required to provide *1* month written notice to enable us transition your work.

No.5/2nd Floor, Jayamoorthy Raja Nagar Main Road,
Mudallarpet, Puducherry- 605004 Phone- 811-00-54 825

Dr. B. Srinivasan, B.Tech. (Mech.), M.Sc. Engg., P.Engg., M. Tech. (Engg.)
www.lcreative technologies.com

PRINCE ALGERIA
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402.





d: Eligible Candidates

iraman.A <vijairaman.ahmanathan@epsource.com>
 Placement Cell <placementcell@rgcetpdy.ac.in>
 Sedhu,

Wed, Apr 24, 2019 at 02:25 PM

ease find below the updated status with regards to the selected candidates.

1	ILAMATHY	G	9687389345	ilamathi98@gmail.com	B.Tech	Biomedical Engineering
2	KARPAGAVALLI R	R	6389056745	vallivalivi@gmail.com	B.Tech	Biomedical Engineering
3	PRIYANGA RAJ	M	8976545908	vadhanapriya172@gmail.com	B.Tech	Biomedical Engineering
4	SENTHAMIZHSELVI	S	9878690567	senthamizhthana@gmail.com	B.Tech	Biomedical Engineering
5	THENRAL	M	8774569087	thenral151@gmail.com	B.Tech	Biomedical Engineering
6	ARUNKUMAR	B	932675890	arun20bass@gmail.com	B.Tech	Biomedical Engineering

Regards,

Vijai Raman | Senior Execu vo | Human Resources

+91 9791101112

vijairaman.ahmanathan@epsource.com

Prince Infocity II, 2nd floor, 141 Old Mahabalipuram Road, Kandanchavadi, Chennai, Tamil Nadu
 600096

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Episource India Pvt. Ltd.

Prince Info City II, 141, Rajiv Gandhi Salai, OMR

Kandanchavadi | Chennai - 600 096

Dr. E. VIJAYAKRISHNA LAKSHMI
 B.Tech. (Mech.), M.Tech. (Mech.), Ph.D. (Mech.)
 M.S.T.E., F.A.P.E., M.C.S.I. M.C.S.I.
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kirmampakkam, Puducherry - 607 402.



claimer


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Image002.png

1K


Dr. E. VIJAYAKRISHNA KAPAKA
E.Tech. (Mech.), M.Tech.(Energy), Ph.D. (Dr. Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.A.M.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.






NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
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25	UVASRI.R	B.TECH
26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH


Dr. E. VIJAYAKRISHNA RAPA
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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Coimbatore Main Road
Kumampakkam, Puducherry - 605 402.




29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A. Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD


Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
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Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.





SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : Rajiv Gandhi College of Engineering and Technology
Date : 11-Feb-19

Dear **Sherilyn Nici** - B.Tech BME (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vljayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception,

Yours sincerely,

Sutherland

Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vljayanagaram
Chennai, Tamilnadu, PIN 600042

Dr. E. VIJAYAKRISHNA SAKANT
M.Tech. (Energy), M.Tech. (Mech), M.Tech. (Energy)
M.D.S.I.E., I.I.T. Madras
PRINCIPAL
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Pondy - Chennai
Kilimampakkam, P.O. - Chennai



TelNo: +91.44.4391.7884

CIN: U72200TN2000PTC045578



JOINING LETTER

Date: 27-09-2018

To,
STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear **IRDAI IC 38** examination; the fee for the same is **Rs 600/-**, as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)


6. Self-Sourced business payout

Apart from building your business skills, this Internship program will also help you understand corporate culture.

- | | |
|----------------------------|--|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,

IDBI Federal Life Insurance Co Ltd
Coimbatore Branch


Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
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Kiranampakkam, Puducherry - 607 402.



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48	SHANKAR GANESH.N	shankarganesh0598@gmail.com
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54	JAIGANESH.J	jaiganesh1996@gmail.com
55	PRITHI MUTHUKARUPPAN	prithiselvam@gmail.com
56	THEERTHA.S	theertha487@gmail.com

Dr. E. VIJAYAKRISHNA RAJAKA
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Principal
Rajiv Gandhi College of Engineering & Technology
Chennai - 600 092



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68	NAVEEN.M	naveenjaga142@gmail.com
69	KARTHIK.V	karthikbabu11821@gmail.com
70	MANIKANDAN.B	manikan23india@gmail.com
71	SRIRAM.M	srlramsiddarth795@gmail.com
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Dr. E. VIJAYAKRISHNA RAO
 B.Tech. (Mech.), M.Tech. (Energy), Ph.D., M.C.S. (Mech.)
 M.S. & F. IN CPAL
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 Porudiy - Cuddalore Main Road,
 K. K. Kumbakonam, Puducherry - 607 402.





SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name : Rajiv Gandhi College of Engineering and Technology
Date : 11-Feb-19

Dear Soundariya K - B.Tech-Bio (Non Voice)
Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

J. Joseph
Authorized Signatory

[Signature]
Rajiv Gandhi College of Engineering & Technology
45A, Velachery Main Road,
Vijayanagaram, Chennai - 600 042

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
45-A, Velachery Main Road
Vijayanagaram
Chennai, Tamilnadu, PIN 600042

TelNo: +91,44.4391.7884

CIN:U72200TN2000PTC045578





NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
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19	DHARUN.N	B.TECH
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21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH

Principal
Gandhi College of Engineering & Technology
Manday - Coimbatore Main Road
Mamampakkam, Puducherry - 607 402.





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7	JOY SHARON	B.TECH
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27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH

Dr. E. VIJAYAKRISHNA RADAKA
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M.A.S.T.E., F.I.I.P.E., M.C.S.I M.Com.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 607 402.



29	SHANKAR GANESH.N	B.TECH
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33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A.Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras),
M.I.S.T.E., F.I.I.P.E., M.C.S.J., M.C.I.L.,
PRINCIPAL
Rajiv Gandhi College of Engineering and Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402.





Indian Healthcare BPO

OFFER LETTER

To,

VIKNESH SRajiv Gandhi College of Engineering,
Pondicherry.

Dear Candidate,

With reference to your application and subsequent interview you had with us at **Campus Recruitment and Training, Rajiv Gandhi College of Engineering, Pondicherry**, an initiative for the position of **Medical coding executive**, we are pleased to select you for training and placement program.

You have to attend **30 Hours of Training** at Chennai location. After completion of this training we will conduct the client assessment for fixing your salary. You can expect the **starting salary from Rs.13000 to Rs.20000 per month** based on your qualification, Job Location and this 15 days training performance.

Training Joining Date: 13th May, 2019Training Duration: 30 Hrs (between 13th May to 31st May)

Working Location: Chennai, Coimbatore, Bangalore.

Required Documents:

1. Resume
2. Photograph 3
3. ID Proof – Aadhar Card
4. Qualification Proof – Course Completion Certificate

NOTE:

If unable to join by 13th of May, your offer letter will be cancelled.

Thank you,

Sridhar J
CEO

No.107, 3rd Floor, Usman Road, T Nagar, Chennai – 600017 | Branches: Bangalore, Hyderabad, Vellore & Salem
www.indianhealthcarebpo.com | chennai@indianhealthcarebpo.com | Ph: 044 45 495 495 | 9840014983 | 7200035525

E. VIJAYAKRISHNA RAJAKA
 M.Tech (Energy), Ph.D. in Energy
 M.S.T.E., F.I.P.E., M.A.S.E., M.B.A.

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kirmampakkam, Puducherry - 607 402.





JOINING LETTER

Date: 27-09-2018

To,

STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life Insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear **IRDAI IC 38** examination; the fee for the same is Rs 600/- as **Demand Draft.**

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|--|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,

IDBI Federal Life Insurance Co Ltd
Coimbatore Branch

Dr. E. VIJAYAKRISHNA RAPAKA
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4	HEMA PRIYA.K	prayahema827@gmail.com
5	KARTHIKEYAN.S	karthikeyanseenu1997@gmail.com
6	ANBARASAN.K	udhaya.ramamurthy@gmail.com
7	KARTHIK.R	rk421412@gmail.com
8	NIRMAL KUMAR.R	nirmalcoool377@gmail.com
9	MOHAMMED AZARUDEEN.J	azar.azarudeen.786@gmail.com
10	SANTHAKUMAR.R.S	santhakumarrs@gmail.com
11	RATHNA MURUGAN.D	rathinam1611@gmail.com
12	VENKATESH.A	welfredvenkat@gmail.com
13	VENKATESH.S	venkatstark2@gmail.com
14	MANIKANDAN.D	manikandan199797@gmail.com
15	AMANULLAH NASER	amannullah3@gmail.com
16	JAYASEELAN.K	jaseelan0201@gmail.com
17	GOPI.G	gopig9493@gmail.com
18	NAPHTHALINE GERARD	naptha28@gmail.com
19	VAMSHI PRIYA.D	
20	PADMASHRI SWAMINATHAN	padmashri1025@gmail.com
21	MANIKANDAN.N	manikandan12.mm7@gmail.com
22	ARUNKUMAR	viavarun382@gmail.com
23	GNANASEKAR.S	gnans046@gmail.com
24	DHIVYA BHARATHI.K	kdhivyabharathi98@gmail.com
25	ROFINA BEGUM.B	rofinabegum3@gmail.com
26	UMA B	uma3031@gmail.com
27	RAPHAELA JOSEPHINE.A	rephurose27@gmail.com
28	ASHIF FARHAN.S	
29	SHALIMA BEGUM.K	shallimabegum@gmail.com
30	KAVIYAA.R	rkavi2498@gmail.com
31	ARUN.A	arun.ar.2212@gmail.com
32	SRI RAMAN.M	sristrom23@gmail.com
33	ASWINI.P	ashwinibella17@gmail.com
34	RASHMI.R	rashmirash415@gmail.com
35	BABY ANILAA.R	babyanilaa@gmail.com
36	SUSHMITHAA.S	sushmithaashankar@gmail.com

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38	MOHAN RAJ.V	mohanfifteen@gmail.com
39	KUSHAL PATRA	kushalpatra18@gmail.com
40	ARAVINDH.D	aravindhfinix@gmail.com
41	ALEX RAJ.H	alexhari1997@gmail.com
42	RAJA SEKAR.B	princegugan7871@gmail.com
43	PRIYADHARSHINI.S	privashree510@gmail.com
44	DHARUN.N	dson1998@gmail.com
45	RAJ VIGNESH.S	rajvignesh2126@gmail.com
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52	INDUREKA RATHIN	Indurakarathin@gmail.com
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ESI Code No. 62510554460011001, EPF Code No. : GRCDP1324706, Service Tax No. : AAOC55453JSD001

Cell : 9940038516, 9940038515 Tele / Fax : 044-26492336

E-mail : asokansrimarg@gmail.com Web Site : http://www.srimarg.com

Offer Letter

To

The Principal
Rajiv Gandhi College of Engineering and Technology

Dear Sir / Madam

The following Students are provisionally selected for SRI MARG HUMAN RESOURCE, to work at our Client Company M/s MITSUBA SICAL INDIA PVT LTD, Gummidipoondi and Gross salary will be 12,365/- PM

S NO	NAME	DEPT	MOBILE
1	K.PRIYADHARSHINI	EEE	8189899125
2	P.RUTHREASH	EEE	9043196423
3	A.THULASIDHASAN	EEE	9597955307
4	M.SHANMUGA PRIYA	ECE	8220184871
5	R.SRUTHI	ECE	7092080334
6	P.AMRUTHA	ECE	8524950223
7	K.PAVITHRA	ECE	8220015105
8	N.MANIMEGALAI	ECE	7092126996
9	R.PREETHI	ECE	8903232779
10	G V RAVIVARMA	MECH	9788778921
11	D. ADHAVAN	MECH	9597314526
12	M.VISHAL	MECH	8015200435
13	R.HARISH	MECH	9087503461
14	R.DESINGAN	MECH	9600358283

Note:

1. Aspirant must be in suitable BMI range while reporting
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any arrears while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!!

Date: 04-03-2019

Place: RGCET

For SRI MARG HUMAN RESOURCE (P) LTD



Authorized Signatory



Dr. E. VIJAYAKRISHNA
B.Tech (Mech), M.Tech (Energy)
M.A.S.T.E., P.A.C. (Energy)
PRINCIPAL

Rajiv Gandhi College of Engineering and Technology

Date: 27.02.2019

Dear Mr. **AJITH KUMAR D**

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "**Graduate Engineer Trainee**" in DHARANI PUMPS as per the terms and conditions agreed upon during the discussion. you will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

The job location will be intimated after the domain specific training.

You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:

1. Two passport size photos
2. Copy of ID & Address proof
3. Copy of certificates

"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION

E. J. Raju
Authorized Signature



[Signature]
Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Engg.), Ph.D. (IT Madras)
MISSE, FAUVE, M.C.S. MOU
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Gudalore Main Road,
Krumampakkam, Puducherry - 607 402

CO : Plot B52, NICE Area, MIDC, Satpur Nashik - 007. Phone: 0253 6634 901
HO : No. 401, GES Complex, 7th Street, Gandhipuram Coimbatore - 012. Phone: 0422 - 4530 393
RO : 60/31, 1st Floor, Rajaji Rd, West Tambaram, Tambaram, Chennai - 045. Cell: +91 96261 11155
Email : info@sstechnovation.in | Web : www.sstechnovation.in

Scanned by CamScanner

Dear,

ARJUNKUMAR S

Date: 27.02.2019

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "**Graduate Engineer Trainee**" in TVS SUNDARAM FASTENERS PVT LTD as per the terms and conditions agreed upon during the discussion. You will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

The job location will be intimated after the domain specific training.


You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:

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For SSTECHNOVATION


Authorized Signature


Dr. E. VIJAYAKRISHNA RAVANA
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M.I.S.T.E., P.T.P.E., M.C.S.I.M.C.I.I.
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Dear,

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Date: 27.02.2019

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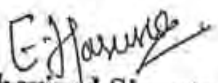
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2. Copy of ID & Address proof
3. Copy of certificates

"WE WISH YOU ALL THE BEST"

For SSTECHNOVATION


Authorized Signature



Dr. E. VIJAYAKRISHNA RAO

B.Tech. (Mech), M.Tech. (Design), Ph.D. (IT) (Mech)
M.S.Y.E., F.I.P.E., M.O.R.I.M.C.I.I.

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Email: Info@sstechnovation.in | Web: www.sstechnovation.in

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SEAL

Sri Eswari Auto Components Pvt Ltd
Keeping you moving, One part at a time

Corporate Office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105

07-01-2019

Dear, **BALAMURALI V**

RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,

Congratulations! We are pleased to confirm that you have been selected to work for Sri Eswari Auto Components Pvt Ltd. We are delighted to make you the following job offer.

The position we are offering you is that **GRADUATE ENGINEER TRAINEE** at a monthly salary of Rs.13, 000 with an annual cost to company Rs.1, 56,000. Your working hours will be from [9AM to 6PM]. Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)
- Benefit C

We would like you to start work on [04-03-2019] at 9.00 am Please report, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

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,

K.SURIYA

HR-MANAGER

Sri Eswari Auto Components Pvt Ltd

Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105

Phone: (044) 2717 6011

Email: ksathia@eswariautocomponents.com

ksuriya@eswariautocomponents.com



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M.Sc.T.E., F.I.P.E., M.C.S.I.M.C.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kilasaipakkam, Pudukkottai - 607 402.



NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AIWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



Dr. E. VIJAYAKRISHNA RAO
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M.B.A. (F.P.P.E.), M.C.S.I. (M.C.I.),
PRINCIPAL
Rajya Gandhi College of Engineering & Technology
Ponity - Gaddalare Main Road,
Kummapakkam, Pudukkottai - 607 402

29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A. Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD



Dr. E. VIJAYAKRISHNA RAPAKA
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E-mail : asokansrimarg@gmail.com Web Site : <http://www.srimarg.com>

Offer Letter

To

The Principal
Rajiv Gandhi College of Engineering and Technology

Dear Sir / Madam

The following Students are provisionally selected for SRI MARG HUMAN RESOURCE, to work at our Client Company M/s MITSUBA SICAL INDIA PVT LTD, Gummidipoondi and Gross salary will be 12,365/- PM

S NO	NAME	DEPT	MOBILE
1	K.PRIYADHARSHINI	EEE	8189899125
2	P.RUTHREASH	EEE	9043196423
3	A.THULASIDHASAN	EEE	9597955307
4	M.SHANMUGA PRIYA	ECE	8220184871
5	R.SRUTHI	ECE	7092080334
6	P.AMRUTHA	ECE	8524950223
7	K.PAVITHRA	ECE	8220015105
8	N.MANIMEGALAI	ECE	7092126996
9	R.PREETHI	ECE	8903232779
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12	M.VISHAL	MECH	8015200435
13	R.HARISH	MECH	9087503461
14	R.DESINGAN	MECH	9600358283

Note:

1. Aspirant must be in suitable BMI range while reporting
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any arrears while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!!

Date: 04-03-2019

Place: RGCET

For SRI MARG HUMAN RESOURCE (P) LTD



Authorized Signatory



Dr. E. VIJAYAKRISHNA RAJAN
B.Tech. (Mech), M.Tech. (Energy), Ph.D. (IT) Madras
M.Sc. E. P. S. S. E., M.C.E. I. M. S. S. S. S.
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Poonamallee, Chennai - 600 056
Kudamambakkam, Puducherry - 605 006



JOINING LETTER

To,

STUDENTS OF RIT

Date: 27-09-2018

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is **Rs 600/-**, as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects, |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | IC38 exam pass Certificate |
| | Project Completion Certificate |

Regards,

IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
M.A.S.T.E., F.I.P.E., M.C.M.I.E.E.,
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Pandy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402.

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45	RAJ VIGNESH.S	rajvignesh2126@gmail.com
46	SRINIVAS GANESH.M	srinivasganesh98@gmail.com
47	PRIYADHARSHINI.J	dhharshinijawahar6@gmail.com
48	SHANKAR GANESH.N	shankarganesh0598@gmail.com
49	RAGUL RAJ.M	ragulrajm25@gmail.com
50	BLINDAPRIYADHARSHINI	blindadavid29@gmail.com
51	KEERTHANA J	keerthanajeevanath30@gmail.com
52	INDUREKA RATHIN	indurakarathin@gmail.com
53	JIBIN JOY	joyibin77@gmail.com
54	JAIGANESH.J	jaiganesh1996@gmail.com
55	PRITHI MUTHUKARUPPAN	prithiselvam@gmail.com
56	THEERTHA.S	theertha487@gmail.com
57	CYRIL ANTONIE.B	cyrilantonie@gmail.com
58	SURIYA.N	suri.1310@gmail.com
59	KIRAN R	kiran.23588@gmail.com
60	ANSARI DURAI SAMY.D	duraiadsboss97@gmail.com
61	THAMIZHARASI.P	tamilrice95@gmail.com
62	ABINAYA GANDHI	abiauthentic@gmail.com
63	MANIBALAN.M	manibalan2013@gmail.com
64	VIJAYANAND.V	vilayanand96msv@gmail.com
65	ASHOK KUMAR.M	ashokmah21@gmail.com
66	VENKADAKRISHNA.C	venkatcy6@gmail.com
67	LOGITHA G	logithaganesan1996@gmail.com
68	NAVEEN.M	naveenjaga142@gmail.com
69	KARTHIK.V	karthikbabu11821@gmail.com
70	MANIKANDAN.B	manikan23india@gmail.com
71	SRIRAM.M	sriramsiddarth795@gmail.com



Dr. E. VIJAYAKRISHNA RAO
 B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
 M.T.S., F.I.P.A., M.C.S.A.M.C.A.,
 PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Gudalore Main Road,
 Kizhampakkam, Puducherry - 605 402



SEAL

Sri Eswari Auto Components Pvt Ltd
Keeping you moving, One part at a time

ADDRESS
Corporate Office: E-1, Surya Hills Road, P.O. Pillaiyarkulam, Tamil Nadu - 602105, INDIA

07-01-2019

Dear, **DINAGARAN M**

RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,

Congratulations! We are pleased to confirm that you have been selected to work for Sri Eswari Auto Components Pvt Ltd. We are delighted to make you the following job offer.

The position we are offering you is that **GRADUATE ENGINEER TRAINEE** at a monthly salary of Rs.13, 000 with an annual cost to company Rs.1, 56,000. Your working hours will be from [9AM to 6PM]. Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)
- Benefit C

We would like you to start work on [04-03-2019] at 9.00 am Please report, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

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,

K.SURIYA

HR-MANAGER

Sri Eswari Auto Components Pvt Ltd

Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105

Phone: (044) 2717 6011

Email: ksathia@eswariautocomponents.com

ksuriya@eswariautocomponents.com



Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.U.S.T.E., F.A.I.P.E., M.C.B.A. M.C.I.A.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiramampekham, Puducherry - 607 402.

Dear,

DINESH M

Date: 27.02.2019

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "**Graduate Engineer Trainee**" in TVS SUNDARAM FASTENERS PVT LTD as per the terms and conditions agreed upon during the discussion. You will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

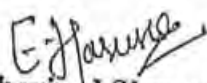
The job location will be intimated after the domain specific training.

You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:

1. Two passport size photos
2. Copy of ID & Address proof
3. Copy of certificates

"WE WISH YOU ALL THE BEST"

For SSTECHNOVATION


Authorized Signature


Dr. E. V. K. KRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
M.Sc. Engg. (Mech.), M.B.A. (MGT),
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Bypass Road
Kannampalam, Puducherry - 607 402.

CO : Plot B52, NICE Area, MIDC, Satpur Nashik - 007. Phone : 0253 6634 901
HO : No. 401, GES Complex, 7th Street, Gandhipuram Colimbatore - 012. Phone: 0422 - 4530 393
RO : 60/31, 1st Floor, Rajaji Rd, West Tambaram, Tambaram, Chennai- 045. Cell: +91 96261 11155
Email : info@sstechnovation.in | Web : www.sstechnovation.in



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Sri Marg Human Resource Pvt Ltd

H.O. : No. 9, Muthu Nagar, Poonamallee, Chennai - 600 056.

B.O. : 1st Floor, Near Mosque, Tada Kandriga, SPSR Nellore Dist, Andhra Pradesh-524 401.

ESI Code No. 62510554460011001, EPF Code No. : GRCDP1324786, Service Tax No. : AAOC55453JSD001

Cell : 9940038516, 9940038515 Tele / Fax : 044-26492336

E-mail : asokansrimarg@gmail.com Web Site : <http://www.srimarg.com>

Offer Letter

To

The Principal
Rajiv Gandhi College of Engineering and Technology

Dear Sir / Madam

The following Students are provisionally selected for SRI MARG HUMAN RESOURCE, to work at our Client Company M/s MITSUBA SICAL INDIA PVT LTD, Gummidiipoondi and Gross salary will be 12,365/- PM

S NO	NAME	DEPT	MOBILE
1	K.PRIYADHARSHINI	EEE	8189899125
2	P.RUTHREASH	EEE	9043196423
3	A.THULASIDHASAN	EEE	9597955307
4	M.SHANMUGA PRIYA	ECE	8220184871
5	R.SRUTHI	ECE	7092080334
6	P.AMRUTHA	ECE	8524950223
7	K.PAVITHRA	ECE	8220015105
8	N.MANIMEGALAI	ECE	7092126996
9	R.PREETHI	ECE	8903232779
10	G V RAVIVARMA	MECH	9788778921
11	D. ADHAVAN	MECH	9597314526
12	M.VISHAL	MECH	8015200435
13	R.HARISH	MECH	9087503461
14	R.DESINGAN	MECH	9600358283

Note:

1. Aspirant must be in suitable BMI range while reporting
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any arrears while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!!

Date: 04-03-2019

Place: RGCET

For SRI MARG HUMAN RESOURCE (P) LTD

(Signature)
Authorized Signatory



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mach.), M.Tech. (Envyg), Ph.D., IIT
M.Tech., F.I.P.E., M.C.S.I.C.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Chittoor Main Road,
Krumampallam, Puducherry - 605 006

SSF PLASTICS

CALL US

+91-22-66921932
+91-22-66921933

DEAR SETHUMATHAVAN,

We're delighted to extend this offer of employment for the position of Operator with SSF PLASTICS. If you accept this offer, your start month will be June-2019 or another mutually agreed upon date and you would report to Project Incharge. This is a full-time position. While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

The Company will pay monthly stipend that will conform at the time of joining. The pay scale will be 12,000 to 13,500.

Privacy: You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation. You may indicate your agreement with these terms and accept this offer by signing. Upon your acceptance of this employment offer, Company will provide you with the necessary paperwork and instructions. The following students are selected in our company.

SL.NO	STUDENT NAME	DEGREE	DATE OF JOINING
1	JOHN EDWARD A	B.TECH	03-06-2019
2	MOHAMMED HUSSAIN M	B.TECH	03-06-2019
3	RAMESHVASANTH R	B.TECH	03-06-2019
4	RIAZ S	B.TECH	03-06-2019
5	SURIYA M	B.TECH	03-06-2019
6	YOGESH S	B.TECH	03-06-2019

REGARDS

PULKIT DHAWAN

Director
Operations, South
connect@ssfplastics.com



Dr. E. VIJAYAKRISHNA KAPAKA
B.Tech (Mech), M.Tech (Energy), Ph.D. (IT (AI/ML))
M.Sc.E., F.I.A.E., M.C.E.I & S.J.I.
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Coimbatore Main Road,
Kiranampakkam, Pudukottai - 607 402.

Dear,

KALAIVANAN S

Date: 27.02.2019

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "**Graduate Engineer Trainee**" in TVS SUNDARAM FASTENERS PVT LTD as per the terms and conditions agreed upon during the discussion. you will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

The job location will be intimated after the domain specific training.

You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:

1. Two passport size photos
2. Copy of ID & Address proof
3. Copy of certificates

"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION


Authorized Signature


Dr. E. VIJAYAKRISHNA RAPA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.Sc. T.E., M.Sc. P.E., M.C.S. M.Ech.
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Pondy - E. Chidambaram Main Road
Kudamukkam, Puducherry - 605 005

CO : Plot B52, NICE Area, MIDC, Satpur Nashik - 007. Phone : 0253 6634 901
HO : No. 401, GES Complex, 7th Street, Gandhipuram Coimbatore - 012. Phone : 0422 - 4530 393
RO : 60/31, 1st Floor, Rajaji Rd, West Tambaram, Tambaram, Chennai - 045. Cell : +91 96261 11155
Email : info@sstechnovation.in | Web : www.sstechnovation.in



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JOINING LETTER

Date: 27-09-2018

To,

STUDENTS OF RIT

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life Insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life Insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/- as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|--|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,

IDBI Federal Life Insurance Co Ltd
Coimbatore Branch

Dr. E. VIJAYAKISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
M.Sc.T.E., Fd.P.E., M.C.B.I. M.C.I.I.
PRINCIPAL
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Pondy - Coimbatore Main Road,
Kiranurupakkam, Pondicherry - 605 402



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10	SANTHAKUMAR.R.S	santhakumarrs@gmail.com
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13	VENKATESH.S	venkatstark2@gmail.com
14	MANIKANDAN.D	manikandan199797@gmail.com
15	AMANULLAH NASER	amannullah3@gmail.com
16	JAYASEELAN.K	jaseelan0201@gmail.com
17	GOPI.G	gopig9493@gmail.com
18	NAPTHALINE GERARD	naptha28@gmail.com
19	VAMSHI PRIYA.D	
20	PADMASHRI SWAMINATHAN	padmashri1025@gmail.com
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24	DHIVYA BHARATHI.K	kdhivvabharathi98@gmail.com
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26	UMA B	uma3031@gmail.com
27	RAPHAELA JOSEPHINE.A	rephurose27@gmail.com
28	ASHIF FARHAN.S	
29	SHALIMA BEGUM.K	shalimabegum@gmail.com
30	KAVIYAA.R	rkavi2498@gmail.com
31	ARUN.A	arun.ar.2212@gmail.com
32	SRI RAMAN.M	srlstrom23@gmail.com
33	ASWINI.P	ashwinibella17@gmail.com
34	RASHMI.R	rashmirash415@gmail.com
35	BABY ANILAA.R	babyanilaa@gmail.com
36	SUSHMITHAA.S	sushmithaashankar@gmail.com



Dr. R. V. VIJAYAKRISHNA RAO
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PRINCIPAL
Rajya Gandhi College of Engineering & Technology
Chittoor, Andhra Pradesh

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39	KUSHAL PATRA	kushalpatra18@gmail.com
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42	RAJA SEKAR.B	princegugan7871@gmail.com
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45	RAJ VIGNESH.S	rajvignesh2126@gmail.com
46	SRINIVAS GANESH.M	srinivasganesh98@gmail.com
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69	KARTHIK.V	karthikbabu11821@gmail.com
70	MANIKANDAN.B	manikan23india@gmail.com
71	SRIRAM.M	sriramsiddarth795@gmail.com

Dr. E. VIJAYAKRISHNA RAPAKA
 B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (UT Madras),
 M.I.S.T.E., F.I.I.P.E., M.C.S.I., M.C.I.I.,
 PRINCIPAL
 Rajiv Gandhi College of Engineering and Technology
 Poondi - Cuddalore Main Road,
 Kirmampakkam, Puducherry - 607 402

SSF PLASTICS

CALL US

+91-22-66921932

+91-22-66921933

DEAR SETHUMATHAVAN,

We're delighted to extend this offer of employment for the position of Operator with SSF PLASTICS. If you accept this offer, your start month will be June-2019 or another mutually agreed upon date and you would report to Project Incharge. This is a full-time position. While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

The Company will pay monthly stipend that will conform at the time of joining. The pay scale will be 12,000 to 13,500.

Privacy: You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation. You may indicate your agreement with these terms and accept this offer by signing. Upon your acceptance of this employment offer, Company will provide you with the necessary paperwork and instructions. The following students are selected in our company.

SL.NO	STUDENT NAME	DEGREE	DATE OF JOINING
1	JOHN EDWARD A	B.TECH	03-06-2019
2	MOHAMMED HUSSAIN M	B.TECH	03-06-2019
3	RAMESHVASANTH R	B.TECH	03-06-2019
4	RIAZ S	B.TECH	03-06-2019
5	SURIYA M	B.TECH	03-06-2019
6	YOGESH S	B.TECH	03-06-2019

REGARDS

PULKIT DHAWAN

Director
Operations, South
connect@ssfplastics.com



Dr. E. VIJAYAKRISHNA RAO
B.Tech (Mech), M.Tech (Design), Ph.D. (IT)
Principal
Rajar Bangshi College of Engineering & Technology
Pondy - Chidambore Main Road,
Kumbakonam, Puducherry - 607 007



NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech), M.Tech. (Energy), Ph.D. (IT Madras)
M.S.T.E., P.E., M.C.S.I.M.I.I.
PRINCIPAL
Rajya Gandhi College of Engineering & Technology
Pondy - Coimbatore Main Road
Kuvempudakkam, Pondy

29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A. Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD




Dr. E. VIJAYAKRISHNA RATAIKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (D. Madurai)
M.L.S.T.E., F.I.A.P.E., M.G.S. M.C.A.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pandy - Cuddalore Main Road,
Kinnamanjakkam, Puducherry - 607 302

Dear,

PREETHIVARDHAN J

Date: 27.02.2019

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "Graduate Engineer Trainee" in TVS SUNDARAM FASTENERS PVT LTD as per the terms and conditions agreed upon during the discussion. You will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

The job location will be intimated after the domain specific training.

You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:


1. Two passport size photos
2. Copy of ID & Address proof
3. Copy of certificates

"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION


Authorized Signature




Dr. E. VIJAYARAJ
B.Tech. (Mech), M.Tech (Energy), Ph.D. (IT Major)
MILITARY ENGINEERING COLLEGE
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Villanar Colony Area,
Kannampakkam, Puducherry - 605 002

CO: Plot B52, NICE Area, MIDC, Satpur Nashik - 007. Phone: 0253 6634 901
HO: No. 401, GES Complex, 7th Street, Gandhipuram Coimbatore - 012. Phone: 0422 - 4530 393
RO: 60/31, 1st Floor, Rajaji Rd, West Tambaram, Tambaram, Chennai - 045. Cell: +91 96261 11155
Email: info@sstechnovation.in | Web: www.sstechnovation.in

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Dear,

RAJ KUMAR S

Date: 27.02.2019

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "Graduate Engineer Trainee" in TVS SUNDARAM FASTENERS PVT LTD as per the terms and conditions agreed upon during the discussion. you will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

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The job location will be intimated after the domain specific training.

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1. Two passport size photos
2. Copy of ID & Address proof
3. Copy of certificates

"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION


Authorized Signature


Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech (Mech), M.Tech (Engg), Ph.D. (IT Madras)
M.Sc.E, F.L.P.E., M.G.S.J.M.C.U.
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Pondy - Coimbatore - Chennai - Pune

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JOINING LETTER

To,

STUDENTS OF RIT

Date: 27-09-2018

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/-, as Demand Draft.

An **Agency Leader (AL/SAL/GAL)** will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects. |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
-IC38 exam pass Certificate
Project Completion Certificate |

Regards,

**IDBI Federal Life Insurance Co Ltd
Coimbatore Branch**



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PRINCIPAL
 Raja Gandhi College of Engineering & Technology
 Moovay - Chittoor District - Andhra Pradesh
 Krishnaapalem, Puttur - 507 403

Dear,

RAJU RANJAN SINGH

Date: 27.02.2019

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

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"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION


Authorized Signature

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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Coimbatore
Krumampakkam

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SSF PLASTICS

CALL US

+91-22-66921932

+91-22-66921933

DEAR SETHUMATHAVAN,

We're delighted to extend this offer of employment for the position of Operator with SSF PLASTICS. If you accept this offer, your start month will be June-2019 or another mutually agreed upon date and you would report to Project Incharge. This is a full-time position. While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

The Company will pay monthly stipend that will conform at the time of joining. The pay scale will be 12,000 to 13,500.

Privacy: You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation. You may indicate your agreement with these terms and accept this offer by signing. Upon your acceptance of this employment offer, Company will provide you with the necessary paperwork and instructions. The following students are selected in our company,

SL.NO	STUDENT NAME	DEGREE	DATE OF JOINING
1	JOHN EDWARD A	B.TECH	03-06-2019
2	MOHAMMED HUSSAIN M	B.TECH	03-06-2019
3	RAMESHVASANTH R	B.TECH	03-06-2019
4	RIAZ S	B.TECH	03-06-2019
5	SURIYA M	B.TECH	03-06-2019
6	YOGESH S	B.TECH	03-06-2019

REGARDS

PULKIT DHAWAN

Director

Operations, South

connect@ssfplastics.com



Dr. E. VIJAYAKRISHNA RAJAKA
 B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT National)
 M.B.A., F.A.M.E., M.A. & M.C.C.I.
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pandy - Gudimoru Main Road,
 Jorawarpalleam, Pondicherry.



Sri Marg Human Resource Pvt Ltd

H.O. : No. 9, Muthu Nagar, Poonamallee, Chennai - 600 056.

B.O. : 1st Floor, Near Mosque, Tada Kandriga, SPSR Nellore Dist, Andhra Pradesh-524 401.

ESI Code No. 62510554460011001, EPF Code No. : GRCDP1324786, Service Tax No. : AAOC55453JSD001

Cell : 9940038516, 9940038515 Tele / Fax : 044-26492336

E-mail : asokansrimarg@gmail.com Web Site : <http://www.srimarg.com>

Offer Letter

To

The Principal
Rajiv Gandhi College of Engineering and Technology

Dear Sir / Madam

The following Students are provisionally selected for SRI MARG HUMAN RESOURCE, to work at our Client Company M/s MITSUBA SICAL INDIA PVT LTD, Gummidipoondi and Gross salary will be 12,365/- PM

S NO	NAME	DEPT	MOBILE
1	K.PRIYADHARSHINI	EEE	8189899125
2	P.RUTHREASH	EEE	9043196423
3	A.THULASIDHASAN	EEE	9597955307
4	M.SHANMUGA PRIYA	ECE	8220184871
5	R.SRUTHI	ECE	7092080334
6	P.AMRUTHA	ECE	8524950223
7	K.PAVITHRA	ECE	8220015105
8	N.MANIMEGALAI	ECE	7092126996
9	R.PREETHI	ECE	8903232779
10	G V RAVIVARMA	MECH	9788778921
11	D. ADHAVAN	MECH	9597314526
12	M.VISHAL	MECH	8015200435
13	R.HARISH	MECH	9087503461
14	R.DESINGAN	MECH	9600358283

Note:

1. Aspirant must be in suitable BMI range while reporting
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any arrears while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!!

Date: 04-03-2019

Place: RGCET

For SRI MARG HUMAN RESOURCE (P) LTD



Authorized Signatory



Dr. E. VIJAYAKRISHNA

B.Tech, M.Tech, M.Tech (Design), Ph.D.

M.A.S.T.E., F.I.P.S.

PRINCIPAL

Rajiv Gandhi College of Engineering and Technology

Pondur, Guduvancheri Taluk

(Kumaranipakkam, Pudukkottai)

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REGARDS

PULKIT DHAWAN

Director
 Operations, South
connect@ssfplastics.com




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PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Chidambaram Rd.
 Chennai - 605 006

Dear,

SANTHANASAMY S

Date: 27.02.2019

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

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For SSTECHNOVATION


Authorized Signature

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JOINING LETTER

Date: 27-09-2018

To,

STUDENTS OF RIT

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| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate
IC38 exam pass Certificate
Project Completion Certificate |

Regards,

IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



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68	NAVEEN.M	naveenjaga142@gmail.com
69	KARTHIK.V	karthikbabu11821@gmail.com
70	MANIKANDAN.B	manikan23india@gmail.com
71	SRIRAM.M	sriramsiddarth795@gmail.com



Dr. E. VIJAYAKRISHNA RAO
 B.Tech. (Mech) | M.Tech. (Energy) | Ph.D. (IT Madras)
 M.Tech. (Engg), M.C.S. (MCA),
 PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Villupuram District, Tamil Nadu

Dear,

Date: 27.02.2019

SHARAN MANOHARAN V

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "Graduate Engineer Trainee" in TVS SUNDARAM FASTENERS PVT LTD as per the terms and conditions agreed upon during the discussion. You will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

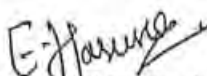
The job location will be intimated after the domain specific training.

You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:

1. Two passport size photos
2. Copy of ID & Address proof
3. Copy of certificates

"WE WISH YOU ALL THE BEST"

For SSTECHNOVATION


Authorized Signature

CO : Plot B52, NICE Area, MIDC, Satpur Nashik - 007. Phone : 0253 6634 901
HO : No.401, GES Complex, 7th Street, Gandhipuram Coimbatore - 012. Phone: 0422 - 4530 393
RO : 60/31, 1st Floor, Rajaji Rd, West Tambaram, Tambaram, Chennai - 045. Cell: +91 96261 11155
Email : info@sstechnovation.in | Web : www.sstechnovation.in



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech (Mech), M.Tech (Energy), Ph.D. (IT Madras)
M.Sc.TE, F.I.P.E., M.D.S.I.M.S.I.I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology,
Pondy - Coimbatore Main Road

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NO 205/ NEHRU STREET, RAM NAGAR,
GANDHIPURAM
COIMBATORE.

Dear Sir,

Congratulation for shortlisted Students. Below students are shortlisted for the process of AGENCY ORGANIZER in our concern.

SELECTED STUDENTS LIST BELOW

SNO	STUDENTS NAME	DEPT
1	NEEVETHA CANDY KALERY.F	B.TECH
2	SURYA @ KRUTHIGA.R	B.TECH
3	SUREN KUMAR.E	B.TECH
4	SOUNDARIYA.K	B.TECH
5	YUVASREE.S	B.TECH
6	PONNILAVAN.J	B.TECH
7	JOY SHARON	B.TECH
8	MURALI KRISHNA	B.TECH
9	SHAYENA BEGUM.K	B.TECH
10	PRABAVATHI.R	B.TECH
11	SRIRAM.M	MBA
12	NAVEEN.M	MBA
13	ABINAYA GANDHI	MBA
14	MANIKANDAN.B	MBA
15	JEEVA.G	MBA
16	PIREETHI.G	MBA
17	VENGATESH	MBA
18	BORIS KINGSLEY.S	B.TECH
19	DHARUN.N	B.TECH
20	SOURAV.P.K	B.TECH
21	DESINGAN.R	B.TECH
22	PRIYANKA.L	B.TECH
23	ARTHI.H	B.TECH
24	VIJAYABHARATHI.K	B.TECH
25	UVASRI.R	B.TECH
26	AISWARYA.M	B.TECH
27	PAVITHRA.K	B.TECH
28	THIRUVARASAN.S	B.TECH



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech), M.Tech. (Energy), Ph.D. (UT Austin)
E.I.S.T.E., F.I.O.P.E., M.C.S.I. M.G.A.I.
PRINCIPAL
Raju Gandhi College of Engineering & Technology
Pondy Gudalur Sakin Road,
Kumarpalakkam, Puducherry 607 402

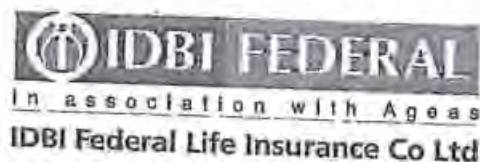
29	SHANKAR GANESH.N	B.TECH
30	ARUN RATHNARAJ.P	B.TECH
31	POOVENDIRAN.P	B.TECH
32	BOMIDI NIRMAL	B.TECH
33	PRABIR CHANDRA DASH	B.TECH
34	AKSHAYA.K.K	B.TECH
35	JANANI.J	B.TECH
36	KALIDASS.R	B.TECH
37	LALITHASRI.C	B.TECH
38	KAYALVIZHI.K	B.TECH
39	MANJULA.K	B.TECH
40	AUGISTIN PAUL.M	B.TECH
41	KALAIMATHY.V	B.TECH
42	PAVITHRA.K	B.TECH

Recruitment Authority Signature



A. Gurumoorthy |
Branch Manager – CHENNAI
FUTURE GENERALI INDIA LIFE INSURANCE COMPANY LTD

Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras),
M.I.S.T.E., F.I.I.P.E., M.C.S.I., M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering and Technology
Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 607 402.



JOINING LETTER

To,

STUDENTS OF RIT

Date: 27-09-2018

A self-motivated and high-potential talent like you deserves extra-ordinary opportunities.

As one of the leading life insurance companies of India, we are delighted to offer you an exciting and rewarding career with IDBI Federal.

We are pleased to offer you the opportunity to work with us as an Wealthsurance Advisor as an INTERN. In your role you will be responsible for promoting our diverse range of life insurance products.

You can rest assured that exceptional sales efforts will be rewarded handsomely at IDBI Federal. Not just that, as an organization we believe in providing empowering growth to deserving and passionate individuals.

A successful advisor can look forward to progressing further as an **Agency leader/Senior Agency Leader and Group Agency Leader.** These positions promise fixed salaries, along with other variables.

To be eligible to become an advisor you will need to clear IRDAI IC 38 examination; the fee for the same is Rs 600/-, as Demand Draft.

An Agency Leader (AL/SAL/GAL) will be eligible for performance based fixed & variable payouts as mentioned below:

1. Productivity based Salary
2. Monthly active new licensed advisor allowance
3. Monthly production bonus
4. Monthly advisor activation allowance
5. Indirect Team QPB for Senior Agency Leader/Group Agency Leader

(Indirect Team L1 & L2 -Quarterly)

6. Self-Sourced business payout

Apart from building your business skills, this internship program will also help you understand corporate culture.

- | | |
|----------------------------|---|
| A) Project Functional Area | :Sales/HR/Marketing/Finance |
| B) Project Period | :Minimum Three months |
| C) Selection Methodology | :GD & Personal Interview |
| D) Training | :IC 38, Company Products, Insurance basics, Financial Need Analysis, KYC & AML & other related aspects, |
| F) Awards & Certificates | :Performance based Awards & Certificates |
| G) Certificates | :Product Training completion Certificate |
| | IC38 exam pass Certificate |
| | Project Completion Certificate |

Regards,

IDBI Federal Life Insurance Co Ltd
Coimbatore Branch



Dr. E. VIJAYAKRISHNA RAFAKA
B.Tech. (Mech), M.Tech. (Energy), Ph.D. (IT Madras)
W.E.T.P., F.M.P.E., M.C.S.I., M.C.I.I.
PRINCIPAL
Rajy Gandhi College of Engineering & Technology
Pondicherry - 605 006

SI.NO	NAME	MAIL ID
1	PREETHI.M	preethi120598@gmail.com
2	MANIMEGALAI.N	manimegalainatesanr@gmail.com
3	SOUMIYA TAZE.R	soumyataze11697@gmail.com
4	HEMA PRIYA.K	priyahema827@gmail.com
5	KARTHIKEYAN.S	karthikeyanseenu1997@gmail.com
6	ANBARASAN.K	udhaya.ramamurthy@gmail.com
7	KARTHIK.R	rk421412@gmail.com
8	NIRMAL KUMAR.R	nirmalcool377@gmail.com
9	MOHAMMED AZARUDEEN.J	azar.azarudeen.786@gmail.com
10	SANTHAKUMAR.R.S	santhakumarrrs@gmail.com
11	RATHNA MURUGAN.D	rathinam1611@gmail.com
12	VENKATESH.A	welfredvenkat@gmail.com
13	VENKATESH.S	venkatstark2@gmail.com
14	MANIKANDAN.D	manikandan199797@gmail.com
15	AMANULLAH NASER	amannullah3@gmail.com
16	JAYASEELAN.K	jaseelan0201@gmail.com
17	GOPI.G	gopig9493@gmail.com
18	NAPHTHALINE GERARD	naptha28@gmail.com
19	VAMSHI PRIYA.D	
20	PADMASHRI SWAMINATHAN	padmashri1025@gmail.com
21	MANIKANDAN.N	manikandan12.mm7@gmail.com
22	ARUNKUMAR	vijayarun382@gmail.com
23	GNANASEKAR.S	gnans046@gmail.com
24	DHIVYA BHARATHI.K	kdhivvyabharathi98@gmail.com
25	ROFINA BEGUM.B	rofinabegum3@gmail.com
26	UMA B	uma3031@gmail.com
27	RAPHAELA JOSEPHINE.A	rephurose27@gmail.com
28	ASHIF FARHAN.S	
29	SHALIMA BEGUM.K	shalimabegum@gmail.com
30	KAVIYAA.R	rkavi2498@gmail.com
31	ARUN.A	arun.ar.2212@gmail.com
32	SRI RAMAN.M	sristrom23@gmail.com
33	ASWINI.P	ashwinibella17@gmail.com
34	RASHMI.R	rashmirash415@gmail.com
35	BABY ANILAA.R	babyanllaa@gmail.com
36	SUSHMITHAA.S	sushmithaashankar@gmail.com



Dr. E. VIJAYAKRISHNA KAPAKA
 B.Tech. (Mech), M.Tech. (Energy), Ph.D. (IT Madras)
 H.N.T.E., F.I.P.T.E., M.A.S., R.C.M.I.
 PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Guddalore Main Road,
 Kizhampakkam, Puducherry - 605 002.

37	HARISHKUMAR.M	harishmaran001@gmail.com
38	MOHAN RAJ.V	mohanfifteen@gmail.com
39	KUSHAL PATRA	kushalpatra18@gmail.com
40	ARAVINDH.D	aravindhfinix@gmail.com
41	ALEX RAJ.H	alexhari1997@gmail.com
42	RAJA SEKAR.B	princegugan7871@gmail.com
43	PRIYADHARSHINI.S	privashree510@gmail.com
44	DHARUN.N	dson1998@gmail.com
45	RAJ VIGNESH.S	rajvignesh2126@gmail.com
46	SRINIVAS.GANESH.M	srinivasganesh98@gmail.com
47	PRIYADHARSHINI.J	dharslnijawahar6@gmail.com
48	SHANKAR GANESH.N	shankarganesh0598@gmail.com
49	RAGUL RAJ.M	ragulrajm25@gmail.com
50	BLINDAPRIYADHARSHINI	blindadavid29@gmail.com
51	KEERTHANA J	keerthanajeevanath30@gmail.com
52	INDUREKA RATHIN	indurakarathin@gmail.com
53	JIBIN JOY	ioviibin77@gmail.com
54	JAIGANESH.J	jaiganesh1996@gmail.com
55	PRITHI MUTHUKARUPPAN	prithiselvam@gmail.com
56	THEERTHA.S	theertha487@gmail.com
57	CYRIL ANTONIE.B	cyrilantonie@gmail.com
58	SURIYA.N	suri.1310@gmail.com
59	KIRAN R	kiran.23588@gmail.com
60	ANSARI DURAI SAMY.D	duraiadsboss97@gmail.com
61	THAMIZHARASI.P	tamilrice95@gmail.com
62	ABINAYA GANDHI	abiauthentic@gmail.com
63	MANIBALAN.M	manibalan2013@gmail.com
64	VIJAYANAND.V	vijayanand96msv@gmail.com
65	ASHOK KUMAR.M	ashokmah21@gmail.com
66	VENKADAKRISHNA.C	venkatcy6@gmail.com
67	LOGITHA G	loglthaganesan1996@gmail.com
68	NAVEEN.M	naveeniaga142@gmail.com
69	KARTHIK.V	karthikbabu11821@gmail.com
70	MANIKANDAN.B	manikan23india@gmail.com
71	SRIRAM.M	sriramsiddarth795@gmail.com



Dr. E. VIJAYAKRISHNA RAJAKA
 B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
 M.S.T.E., S.J.J.A.S., M.C.A./R.C.T.E.
 PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kurnoolpattanam, Palucherry - 607 407

Reg., KEMS FORGING - RGCET Shortlisted List j112 TM *

Hiring, KEMS FORGING

to me, KEMS FORGING. "

Dear Mr. Sedhurnadhavan,

it was glad to have campus drive at Rajiv Gandhi college of Engineering and Technology, we are happy to announce the final selected list of students from your college.

Find below the list of candidate selected (Considering that they have NIL Arrears). Let us know if any of the students in below list are with Arrears.

S.no	Candidate Name	College Name	HR Interview	Selected on
1	SURENDAR S	Rajiv Gandhi	Selected	13-12-2018
2	SURUTHIDHARAIN A	Rajiv Gandhi	Selected	13-12-2018
3	VEERAKUMAR M	Rajiv Gandhi	Selected	13-12-2018



Feedback to reach us for any details if required.

Regards
Uma
Executive - HR
KEMS FORGING

Dr. H. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Design), Ph.D., IIT Madras
MADRAS, INDIA
PRINCIPAL
Rao's Gandhi College of Engineering & Technology
Pondy - Chidambaram Main Road,
Krummellakudi, Pudukottai - 607 402

Dear,

SURIYA J

Date: 27.02.2019

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as **"Graduate Engineer Trainee"** in TVS SUNDARAM FASTENERS PVT LTD as per the terms and conditions agreed upon during the discussion. You will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

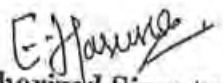
The job location will be intimated after the domain specific training.

You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:

1. Two passport size photos
2. Copy of ID & Address proof
3. Copy of certificates

"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION


Authorized Signature

CO : Plot B52, NICE Area, MIDC, Satpur Nashik - 007. Phone : 0253 6634 901
HO : No.401, GES Complex, 7th Street, Gandhipuram Coimbatore - 012. Phone: 0422 - 4530 393
RO : 60/31, 1st Floor, Rajaji Rd, West Tambaram, Tambaram, Chennai - 045. Cell: +91 96261 11155
Email : info@sstechnovation.in | Web : www.sstechnovation.in



Dr. E. VASANTAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
M.S.E., F.A.P.E., M.C.S., M.C.I.T.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Saidulana Main Road,
Krummankulam, Puducherry - 605 007

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CALL US

+91-22-66921932

+91-22-66921933

DEAR SETHUMATHAVAN,

We're delighted to extend this offer of employment for the position of Operator with SSF PLASTICS. If you accept this offer, your start month will be June-2019 or another mutually agreed upon date and you would report to Project Incharge. This is a full-time position. While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

The Company will pay monthly stipend that will conform at the time of joining. The pay scale will be 12,000 to 13,500.

Privacy: You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation. You may indicate your agreement with these terms and accept this offer by signing. Upon your acceptance of this employment offer, Company will provide you with the necessary paperwork and instructions. The following students are selected in our company.

SL.NO	STUDENT NAME	DEGREE	DATE OF JOINING
1	JOHN EDWARD A	B.TECH	03-06-2019
2	MOHAMMED HUSSAIN M	B.TECH	03-06-2019
3	RAMESHVASANTH R	B.TECH	03-06-2019
4	RIAZ S	B.TECH	03-06-2019
5	SURIYA M	B.TECH	03-06-2019
6	YOGESH S	B.TECH	03-06-2019

REGARDS

PULKIT DHAWAN

Director
Operations, South
connect@ssfplastics.com



Dr. E. VISAYAKRISHNA RAO
B.Tech (Mech), M.Tech (Design), Ph.D. (IT Madras)
MESTE, FICSI, M.C.S.J.M.C.I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402

Date: 27.02.2019

Dear Mr. **SURYA K**

-Rajiv Gandhi College of Engineering and Technology, Puducherry,

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "**Graduate Engineer Trainee**" in DHARANI PUMPS as per the terms and conditions agreed upon during the discussion. you will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

You will be working as OFF role or ON role at Our Industrial Clients at Coimbatore, Chennai, Pondy, Pune.

The job location will be intimated after the domain specific training.

You are requested to sign the duplicate copy of the LOI in token of your acceptance and return the same to us. On the day of joining, you are advised to provide the following documents:

1. Two passport size photos
2. Copy of ID & Address proof
3. Copy of certificates

"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION


Authorized Signature




Dr. E. VIJAYAKRISHNA RAPANA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Mech.)
M.I.S.T.E., F.I.P.E., M.C.S.M.C.I.
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Kiluvampakkam, Puducherry - 605 006

CO: Plot B52, NICE Area, MIDC, Satpur Nashik - 007. Phone: 0253 6634 901
HO: No. 401, GES Complex, 7th Street, Gandhipuram Coimbatore - 012. Phone: 0422 - 4530 393
RO: 60/31, 1st Floor, Rajaji Rd, West Tambaram, Tambaram, Chennai - 045. Cell: +91 96261 11155
Email: info@sstechnovation.in | Web: www.sstechnovation.in

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SEAL

Sri Eswari Auto Components Pvt Ltd
Keeping you moving, One part at a time

Corporate Office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105, INDIA

07-01-2019

Dear, SYED SULAIMAN K

RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,

Congratulations! We are pleased to confirm that you have been selected to work for Sri Eswari Auto Components Pvt Ltd. We are delighted to make you the following job offer.

The position we are offering you is that **GRADUATE ENGINEER TRAINEE** at a monthly salary of Rs.13, 000 with an annual cost to company Rs.1, 56,000. Your working hours will be from [9AM to 6PM]. Benefits for the position include: (Use if relevant to the position)

- Benefit A (Casual Leave of 12 days per annum)
- Benefit B (Employer State Insurance Corporation ESIC Coverage)
- Benefit C

We would like you to start work on [04-03-2019] at 9.00 am Please report, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

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,

K.SURIYA

HR-MANAGER

Sri Eswari Auto Components Pvt Ltd

Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105

Phone: (044) 2717 6011

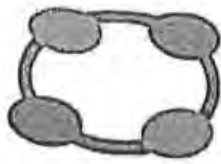
Email: ksathia@eswariautocomponents.com

ksuriya@eswariautocomponents.com



Dr. E. VIJAYAKRISHNA RAO
B.Tech (Mech), M.Tech (Energy), Ph.D. (IT Madras)
M.Sc.T.E., F.A.I.F.E., M.O.S.I.M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kumamakkam, Pudukkottai - 607 007



Sri Marg Human Resource Pvt Ltd

H.O. : No. 9, Muthu Nagar, Poonamallee, Chennai - 600 056.
 B.O. : 1st Floor, Near Mosque, Tada Kandriga, SPSR Nellore Dist, Andhra Pradesh-524 401.
 ESI Code No. 62510554460011001, EPF Code No. : GRCDP1324786, Service Tax No. : AAOC5453JSD001
 Cell : 9940038516, 9940038515 Tele / Fax : 044-26492336
 E-mail : asokansrimarg@gmail.com Web Site : <http://www.srimarg.com>

Offer Letter

To

The Principal
 Rajiv Gandhi College of Engineering and Technology

Dear Sir / Madam

The following Students are provisionally selected for SRI MARG HUMAN RESOURCE, to work at our Client Company M/s MITSUBA SICAL INDIA PVT LTD, Gummidipoondi and Gross salary will be 12,365/- PM

S NO	NAME	DEPT	MOBILE
1	K.PRIYADHARSHINI	EEE	8189899125
2	P.RUTHREASH	EEE	9043196423
3	A.THULASIDHASAN	EEE	9597955307
4	M.SHANMUGA PRIYA	ECE	8220184871
5	R.SRUTHI	ECE	7092080334
6	P.AMRUTHA	ECE	8524950223
7	K.PAVITHRA	ECE	8220015105
8	N.MANIMEGALAI	ECE	7092126996
9	R.PREETHI	ECE	8903232779
10	G V RAVIVARMA	MECH	9788778921
11	D. ADHAVAN	MECH	9597314526
12	M.VISHAL	MECH	8015200435
13	R.HARISH	MECH	9087503461
14	R.DESINGAN	MECH	9600358283

Note:

1. Aspirant must be in suitable BMI range while reporting.
2. During Medical Test Aspirant's result must be positive. Abnormal aspirants are not eligible.
3. Selected aspirants should not possess any arrears while reporting.
4. Aspirants are recruited only when there any replacement need at factory.

Congratulations!!!

Date: 04-03-2019

Place: RGCET

For SRI MARG HUMAN RESOURCE (P) LTD

(Signature)
 Authorized Signatory



(Signature)
Dr. E. VIJAYAKRISHNA RAO
 B.Tech. (Mech), M.Tech. (Energy), Ph.D. (IIT Madras)
 M.S.E., F.I.P.E., M.S.J.M.C.I.I.
 PRINCIPAL
 Rajiv Gandhi College of Engineering and Technology
 Poonamallee, Chennai - 600 056

CALL US

+91-22-66921932

+91-22-66921933

DEAR SETHUMATHAVAN,

We're delighted to extend this offer of employment for the position of Operator with SSF PLASTICS. If you accept this offer, your start month will be June-2019 or another mutually agreed upon date and you would report to Project Incharge. This is a full-time position. While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

The Company will pay monthly stipend that will conform at the time of joining. The pay scale will be 12,000 to 13,500.

Privacy: You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation. You may indicate your agreement with these terms and accept this offer by signing. Upon your acceptance of this employment offer, Company will provide you with the necessary paperwork and instructions. The following students are selected in our company.

SL.NO	STUDENT NAME	DEGREE	DATE OF JOINING
1	JOHN EDWARD A	B.TECH	03-06-2019
2	MOHAMMED HUSSAIN M	B.TECH	03-06-2019
3	RAMESHVASANTH R	B.TECH	03-06-2019
4	RIAZ S	B.TECH	03-06-2019
5	SURIYA M	B.TECH	03-06-2019
6	YOGESH S	B.TECH	03-06-2019

REGARDS

PULKIT DHAWAN

Director
Operations, South
connect@ssfplastics.com



Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Design), Ph.D. (IT Madras)
M.S.W.E., F.I.P.E., M.O.S.M.E.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kannampakkam, Puducherry - 605 402.

Dear,

LOGESH.M

Date: 27.02.2019

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "**Graduate Engineer Trainee**" in TVS SUNDARAM FASTENERS PVT LTD as per the terms and conditions agreed upon during the discussion. you will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

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3. Copy of certificates

"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION


Authorized Signature

CO : Plot B52, NICE Area, MIDC, Satpur Nashik - 007. Phone : 0253 6634 901
HO : No. 401, GES Complex, 7th Street, Gandhipuram Coimbatore - 012. Phone: 0422 - 4530 393
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Email : info@sstechnovation.in | Web : www.sstechnovation.in



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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402

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Dear Mr.S.Sedhumadhavan,

Greetings from LI Creative Technologies!!!

It was indeed a pleasure being in your institution for Campus Hiring, I'm hereby mentioning the details of the HR rounds of interviews & we have shortlisted based on their performance.

Web Developer(web Analyst)

S.no	Department	First name	Last name
1..	B.TECH- MECHANICAL	MUGILARASAN	M



Dr. E. VIJAYAKRISHNA RAO
 B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
 M.A.S.T.E., F.I.I.P.E., M.C.S.M.C.I.I.,
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kurnampallam, Puducherry - 607 402.

Dear,

NAVINRAJ N

Date: 27.02.2019

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

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Authorized Signature




Dr. E. VIJAYARAGHAVAN RAO
B.Tech. (Mech), M.Tech. (Energy), Ph.D. (IT Madras)
Principal
Rajiv Gandhi College of Engineering and Technology
Puducherry

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Reg., KEMS FORGING - RGCET Shortlisted List

18* TM *

Hiring, KEMS FORGING

to me. KEMS FORGING. "

Dear Mr. Sedhumadhavan,

it was glad to have campus drive at Rajiv Gandhi college of Engineering and Technology, we are happy to announce the final selected list of students from your college.

Find below the list of candidate selected (Considering that they have NIL Arrears), Let us know if any of the students in below list are with Arrears.

S.no	Candidate Name	College Name	HR Interview	Selected on
1	SURENDAR S	Rajiv Gandhi	Selected	13-12-2018
2	SURUTHIDHARAN A	Rajiv Gandhi	Selected	13-12-2018
3	VEERAKUMAR.M	Rajiv Gandhi	Selected	13-12-2018



Dr. E. VIJAYAKRISHNA RAO
B.Tech, (Mech), B.Tech (Energy), Ph.D, (IT Nepal)
V.L.T.E., F.I.P.E., M.C.S., M.C.J.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Gudalur Main Road,
Kumarakkam, Puducherry - 607 407

kindly share the confirmation from the students before Friday and update us. Offer letters will be sent in a day or two.

Feel free to reach us for any details if required.

Regards

Uma

Executive - HR

KEMS FORGING

Reg., KEMS FORGING - RGCET Shortlisted List jms TM *

Hiring, KEMS FORGING
to me. KEMS FORGING. "

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Dr. B. VIJAYAKRISHNA RAFAHA
B.Tech, Mech., M.Tech, Design, and IT (Mach)
M.Sc.TE, FIAME, M.C.B.I.M.C.I.I.I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondicherry - 605 006

Please share the confirmation from the students before Friday and update us. Offer letters will be sent in a day or two.

Feel free to reach us for any details if required.

Regards
Uma
Executive - HR
KEMS FORGING

Date: 27.02.2019

Dear Mr. **AJAIE R**

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

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"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION


Authorized Signature




Dr. E. V. J. ARUNISHNA RAPAIKA
B.Tech. (Mech), M.Tech. (Energy), Ph.D. (IT Madras)
M.E.T.E., P.A.A.E., M.J.S.T.M.C.,
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Puducherry - 605 002

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Email: info@sstechnovation.in | Web: www.sstechnovation.in

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Date: 27.02.2019

Dear Mr. **ARIKARAN V**

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

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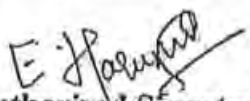
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B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (AI & Systems)
MILITARY ENGINEER, M.C.E., INDIA
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Pondicherry Main Road,
Karampakkam, Pondicherry - 605 005

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Date: 27.02.2019

Dear Mr. **KARTHIK R**

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

With reference to your performances on training given by us, we are pleased to offer you an appointment in our organization as "Graduate Engineer Trainee" in DHARANI PUMPS as per the terms and conditions agreed upon during the discussion. You will be given a gross salary Rs.9,000 to 13,000/- per month inclusive of all allowances.

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For SSTECHNOVATION


Authorized Signature




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MISTE RAJEEV RAO
PRINCIPAL

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Date: 27.02.2019

Dear Mr. **MAGESHWARAN S**

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

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"WE WISH YOU ALL THE BEST "

For SSTECHNOVATION


Authorized Signature




DR. E. VIJAYARAJ
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
M.Sc. (E), Ph.D. (M.S.), M.C.I.D.
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Pondy - Chennai

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Date: 27.02.2019

Dear Mr. **MOHAMED YUNUES M** -Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

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Authorized Signature




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M.S.T.E., F.I.A.P.E., M.C.S.I., M.C.S.I.I.
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Krumampakkam, Puducherry

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Email : info@sstechnovation.in | Web : www.sstechnovation.in

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Date: 27.02.2019

Dear Mr. **PRAVEEN P**

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

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For SSTECHNOVATION


Authorized Signature




Dr. E. VIJAYAKRISHNA RAPARA
B.Tech. (Mech), M.Tech. (Engg), Ph.D. (IT Madras)
M.A.T.E., F.I.P.E., M.C.S.A., etc.
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Kilimangirukkam, Puducherry, 605 006

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Date: 27.02.2019

Dear Mr. **PUVIYARASAN A**

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

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Authorized Signature



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M.Sc. (P.L.P.E.), M.D.S. (M.C.I.I.)
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Cuddalore - 607 402.

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Date: 27.02.2019

Dear Mr. **ROSHIN A S**

-Rajiv Gandhi College of Engineering and Technology, Puducherry.

Sub: Offer Letter

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For SSTECHNOVATION


Authorized Signature




Dr. E. VIJAY KRISHNA RAPAKA
B.Tech. (Mech), M.Tech. (Engg.), Ph.D. (IT Madras)
M.S.S.E., R.I.P.F., M.E.P., M.C.I.A.

Principal
Rajiv Gandhi College of Engineering and Technology
Pondy - Coimbatore Main Road

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SEAL

Sri Eswari Auto Components Pvt Ltd
Keeping you moving, One part at a time

Corporate Office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105, INDIA

07-01-2019

Dear, **ARUNACHALASIVAM A**

RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,

Congratulations! We are pleased to confirm that you have been selected to work for Sri Eswari Auto Components Pvt Ltd. We are delighted to make you the following job offer.

The position we are offering you is that **GRADUATE ENGINEER TRAINEE** at a monthly salary of Rs.13, 000 with an annual cost to company Rs.1, 56,000. Your working hours will be from [9AM to 6PM]. Benefits for the position include: (Use if relevant to the position)

- ☐ Benefit A (Casual Leave of 12 days per annum)
- ☐ Benefit B (Employer State Insurance Corporation ESIC Coverage)
- ☐ Benefit C

We would like you to start work on [04-03-2019] at 9.00 am Please report, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

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,

K.SURIYA

HR-MANAGER

Sri Eswari Auto Components Pvt Ltd

Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105

Phone: (044) 2717 6011

Email: ksathia@eswariautocomponents.com

ksuriya@eswariautocomponents.com

Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Gudalore Math Road,
Kizhambakkam, Pondicherry - 605 007





SEAL

Sri Eswari Auto Components Pvt Ltd
Keeping you moving, One part at a time

Corporate Office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105, INDIA

07-01-2019

Dear, **ILANGO G**

RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,

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Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105

Phone: (044) 2717 6011

Email: ksathia@eswariautocomponents.com

ksuriya@eswariautocomponents.com



[Signature]
Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
M.S.T.E., F.I.O.P.E., M.C.E.T.M.C.U.

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Gudalur Main Road,
Karamanallur, Pudukkottai - 607 202



SEAL

Sri Eswari Auto Components Pvt Ltd
Keeping you moving, One part at a time

Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105, INDIA

07-01-2019

Dear, **KUPPUSAMY N**

RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,

Congratulations! We are pleased to confirm that you have been selected to work for Sri Eswari Auto Components Pvt Ltd. We are delighted to make you the following job offer.

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HR-MANAGER

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Phone: (044) 2717 6011

Email: ksathia@eswariautocomponents.com

ksuriya@eswariautocomponents.com




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Engg.), Ph.D. (IIT Madras)
M.Sc. T.E., P.T.E., M.G.B.A. (M.G.I.I.),
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pongy - Cuddalore Main Road,
Krummampakkam, Puducherry - 607 402



SEAL

Sri Eswari Auto Components Pvt Ltd
Keeping you moving, One part at a time

Corporate Office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105, INDIA

07-01-2019

Dear, **MOHAMED HABEEB S**

RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,

Congratulations! We are pleased to confirm that you have been selected to work for Sri Eswari Auto Components Pvt Ltd. We are delighted to make you the following job offer.

The position we are offering you is that **GRADUATE ENGINEER TRAINEE** at a monthly salary of Rs.13, 000 with an annual cost to company Rs.1, 56,000. Your working hours will be from [9AM to 6PM]. Benefits for the position include: (Use if relevant to the position)

- ☐ Benefit A (Casual Leave of 12 days per annum)
- ☐ Benefit B (Employer State Insurance Corporation ESIC Coverage)
- ☐ Benefit C

We would like you to start work on [04-03-2019] at 9.00 am Please report, for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by to indicate your acceptance of this offer.

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,

K.SURIYA

HR-MANAGER

Sri Eswari Auto Components Pvt Ltd


Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105

Phone: (044) 2717 6011

Email: ksathia@eswariautocomponents.com

ksuriya@eswariautocomponents.com




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech), M.Tech. (Energy), Ph.D. (IT Mech)
U.S.T.E., F.I.P.E., M.C.S.I.M.C.I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krimimudaliam, Puducherry - 607 402.



SEAL

Sri Eswari Auto Components Pvt Ltd
Keeping you moving, One part at a time

Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105, INDIA

07-01-2019

Dear, **PRAVEEN M**

RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,

Congratulations! We are pleased to confirm that you have been selected to work for Sri Eswari Auto Components Pvt Ltd. We are delighted to make you the following job offer.

The position we are offering you is that **GRADUATE ENGINEER TRAINEE** at a monthly salary of Rs.13, 000 with an annual cost to company Rs.1, 56,000. Your working hours will be from [9AM to 6PM]. Benefits for the position include: (Use if relevant to the position)

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- ☐ Benefit C

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Sincerely,

K.SURIYA

HR-MANAGER

Sri Eswari Auto Components Pvt Ltd


Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105

Phone: (044) 2717 6011

Email: ksathia@eswariautocomponents.com

ksuriya@eswariautocomponents.com




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I.A.S.T.E., F.I.P.R., M.C.S.I. M.C.I.D.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiritampakkam, Puducherry - 605 002



SEAL

Sri Eswari Auto Components Pvt Ltd
Keeping you moving, One part at a time

Address
Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105, INDIA

07-01-2019

Dear, **PRAVEEN Y**

RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,

Congratulations! We are pleased to confirm that you have been selected to work for Sri Eswari Auto Components Pvt Ltd. We are delighted to make you the following job offer.

The position we are offering you is that **GRADUATE ENGINEER TRAINEE** at a monthly salary of Rs.13, 000 with an annual cost to company Rs.1, 56,000. Your working hours will be from [9AM to 6PM]. Benefits for the position include: (Use if relevant to the position)

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Sincerely,

K.SURIYA

HR-MANAGER

Sri Eswari Auto Components Pvt Ltd

Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105

Phone: (044) 2717 6011

Email: ksathia@eswariautocomponents.com

ksuriya@eswariautocomponents.com



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B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.S.T.E., F.I.P.E., M.C.S.I.M.C.I.A.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pillaipakkam, Pillaipakkam Main Road,
Kumbakonam, Tamil Nadu - 602 002



SEAL

Sri Eswari Auto Components Pvt Ltd
Keeping you moving, One part at a time

Address:
Corporate Office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105, INDIA

07-01-2019

Dear **RADHESHYAM CH**

RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY,

Congratulations! We are pleased to confirm that you have been selected to work for Sri Eswari Auto Components Pvt Ltd. We are delighted to make you the following job offer.

The position we are offering you is that **GRADUATE ENGINEER TRAINEE** at a monthly salary of Rs.13, 000 with an annual cost to company Rs.1, 56,000. Your working hours will be from [9AM to 6PM]. Benefits for the position include: (Use if relevant to the position)

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Sincerely,

K.SURIYA

HR-MANAGER

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Corporate office: CP-1 Sipcot Industrial Park, Pillaipakkam, Tamil Nadu - 602105

Phone: (044) 2717 6011

Email: ksathia@eswariautocomponents.com

ksuriya@eswariautocomponents.com




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M.S.E., F.I.P.E., M.C.B.I.M.C.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Postally - Chidambaram Main Road,
Krumampakkam, Pudukkottai - 607 402



Placement Cell <placementcell@rgcetpdy.ac.in>

Fwd: Offer conformation letter

Natarajan Sinouvassane <sinouvassane1@gmail.com>
To: placementcell@rgcetpdy.ac.in

Fri, Oct 5, 2018 at 10:29 AM

----- Forwarded message -----

From: Dhanasekaran A <dhanasekaran@amegoems.com>
Date: Thu, Oct 4, 2018 at 9:16 AM
Subject: Offer conformation letter
To: <abiauthentic@gmail.com>
Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>

Dear Miss. **ABINAYA G,**

We are pleased to offer your the position of **HR Manager** for Bangalore region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO) .

Your employment will be with effect from **5th Nov 2018** with a Pay of INR. 33,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect . Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV , Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof , without any reason being assigned, clause13.2(b).

ALL THE BEST

Dhansekaran.A
Regional Manager-Pondichery
AMEGO-Your Friend In Need
An Initiative of Meadows Knowledge Services Pvt Ltd,

Moogambiga Tower, 19 & 20, 3rd
floor Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005

9787679410
www.AMEGOEMS.COM



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S. (M.C.I.I.),
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Mammampakkam, Pondicherry - 607 403

13-09-2018

ARIVAZHAGAN DULAU.K

Chennai

Subject: LETTER OF OFFER

Dear ARIVAZHAGAN DULAU.K,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-11-2018**.

The annual compensation calculated on Cost to Company will be **INR 255000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 17000/-
2. CTC per month - 4th month onwards - Rs. 21250/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.12750/-
4. Total CTC per annum - Rs. 255000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

Your place of posting will be **CUDDALORE**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources



D- 9, VIJAYA KRISHNA NAGAR
6th Floor, 1st Main Road, 1st Cross, 1st Stage
M. S. B. Road, 1st Stage, 1st Cross
Chennai-600 015
Phone: 044-26100000, 044-26100001
Fax: 044-26100002
Email: hr@justdial.com

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	ARIVAZHAGAN DULAU.K	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	21-11-2018	
CTC (in INR)	255000/- per annum	
Pay structure	Monthly (First 3 months)	Monthly (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	4201	5123
Attire Allowance	0	1757
Field Allowance	0	1438
Salary (C1)	14447	18564
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	470	603
Benefit's (C2)	1700	1833
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements (C3)	0	0
Statutory Bonus	853	853
CTC (Total C1+C2+C3 + Statutory Bonus) (a)	17000	21250
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	109	140
Total Deductions (b)	1339	1370
*Net Take Home {a - b - C2}	13961	18047
Overall CTC	17000	21250

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

Dr. E. VISVYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Pirumampakkam, Puducherry - 607 402.





+91 9940710411

contact@hattussa.com

42, 6th Cross St, Kumaran Nagar Extn,
Lawspet, Puducherry 605008

Nov 2018

Miss. **ARUNADEVLA**
Puducherry.

Dear ARUNADEVI,

With reference to your application and subsequent interview with us, we are pleased to inform you that we would like to offer you the **Business Development Executives** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry-605008.

Gr. Kaithal



Dr. E. VIJAYAKRISHNA RAO
B.Tech./Mech., M.Tech.(Energy), Ph.D. (Mech.)
M.S.T.E., R.I.P.E., M.I.T. (M.S.U.)
PRINCIPAL
GRII Group of Engineering & Technology
Pondicherry - 605008



Placement Cell <placementcell@rgcetpdy.ac.in>

Fwd: Offer conformation letter

Fri, Oct 5, 2018 at 10:29 AM

Natarajan Sinouvassane <sinouvassane1@gmail.com>
To: placementcell@rgcetpdy.ac.in

----- Forwarded message -----

From: Dhanasekaran A <dhanasekaran@amegoems.com>
Date: Thu, Oct 4, 2018 at 9:16 AM
Subject: Offer conformation letter
To: <ashokmah21@gmail.com>
Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>

Dear **Mr. ASHOKKUMAR M,**

We are pleased to offer you the position of **MARKETING TRAINEE** for Bangalore region @ **MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)**.

Your employment will be with effect from **5th Nov 2018** with a Pay of INR. 15,000/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect. Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV, Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof, without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhanasekaran.A
Regional Manager-Pondicherry
AMEGO-Your Friend In Need
An Initiative of Meadows Knowledge Services Pvt Ltd,

Moogambiga Tower, 19 & 20, 3rd
floor Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005
9787679410
www.AMEGOEMS.COM

Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I., P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Mumampakkam, Pondicherry - 607 402.



13-09-2018

ATDITHYAN.N

Chennai

Subject: LETTER OF OFFER

Dear ATDITHYAN.N,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-11-2018**.

The annual compensation calculated on Cost to Company will be **INR 255000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 17000/-
2. CTC per month - 4th month onwards - Rs. 21250/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.12750/-
4. Total CTC per annum - Rs. 255000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

Your place of posting will be **Puducherry**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources



[Signature]
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kitturampakkam, Puducherry - 607 402.

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	ATDITHYAN.N	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	21-11-2018	
CTC (in INR)	255000/- per annum	
Pay structure	Monthly	Monthly
	(First 3 months)	(4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	4201	5123
Attire Allowance	0	1757
Field Allowance	0	1438
Salary (C1)	14447	18564
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	470	603
Benefit's (C2)	1700	1833
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements (C3)	0	0
Statutory Bonus	853	853
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17000	21250
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	109	140
Total Deductions (b)	1339	1370
*Net Take Home {a - b - C2}	13961	18047
Overall CTC	17000	21250

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources



[Signature]
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.L.S.T.E., F.J.I.P.E., M.C.S.I, M.C.I.L.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pandy - Cuddalore Main Road,
Kizhampakkam, Puducherry - 607 402.



Placement Cell <placementcell@rgcetpd.ac.in>

Fwd: Offer conformation letter

Natarajan Sinouvassane <sinouvassane1@gmail.com>
To: placementcell@rgcetpd.ac.in

Fri, Oct 5, 2018 at 10:29 AM

----- Forwarded message -----

From: Dhanasekaran A <dhanasekaran@amegoems.com>
Date: Thu, Oct 4, 2018 at 9:16 AM
Subject: Offer conformation letter
To: <deepansam@gmail.com>
Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>

Dear **Mr. DEEPAN CHAKKARAVARTHY**

We are pleased to offer your the position of **MARKETING TRAINEE** for Bangalore region @ **MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)**.

Your employment will be with effect from **5th Nov 2018** with a Pay of INR. 15,000/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect. Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV, Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof, without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhansekaran.A
Regional Manager-Pondichery
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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumamukkam, Puducherry - 605 402



Placement Cell <placementcell@rgcetpdy.ac.in>

Fwd: Offer conformation letter

Natarajan Sinouvassane <sinouvassane1@gmail.com>
To: placementcell@rgcetpdy.ac.in

Fri, Oct 5, 2018 at 10:29 AM

----- Forwarded message -----

From: Dhanasekaran A <dhanasekaran@amegoems.com>

Date: Thu, Oct 4, 2018 at 9:16 AM

Subject: Offer conformation letter

To: <jeevachris68@gmail.com>

Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>

Dear Mr. JEEVA.G,

We are pleased to offer your the position of **MARKETING TRAINEE** for Bangalore region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO).

Your employment will be with effect from **5th Nov 2018** with a Pay of INR. 15,000/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect. Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV, Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof, without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhansekaran.A
Regional Manager-Pondichery
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floor Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005

9787679410
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[Signature]
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.L.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kannampakkam, Pondicherry - 605 005

13-09-2018

KARTHIGEYAN.S

Chennai

Subject: LETTER OF OFFER

Dear KARTHIGEYAN.S,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-11-2018**.

The annual compensation calculated on Cost to Company will be **INR 255000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 17000/-
2. CTC per month - 4th month onwards - Rs. 21250/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.12750/-
4. Total CTC per annum - Rs. 255000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

Your place of posting will be **Puducherry**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.


For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited



Madhulika Singh
Regional Head - Human Resources



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.J.B.T.E., F.I.I.T.E., M.C.S., M.C.B.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Gudalur Main Road,
Kurunambakkam, Puducherry - 607 402

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	KARTHIGEYAN.S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	21-11-2018	
CTC (in INR)	255000/- per annum	
Pay structure	Monthly	Monthly
	(First 3 months)	(4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	4201	5123
Attire Allowance	0	1757
Field Allowance	0	1438
Salary (C1)	14447	18564
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	470	603
Benefit's(C2)	1700	1833
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	0	0
Statutory Bonus	853	853
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17000	21250
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	109	140
Total Deductions (b)	1339	1370
*Net Take Home {a - b - C2}	13961	18047
Overall CTC	17000	21250

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika
Madhulika Singh

Regional Head - Human Resources



[Signature]
Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.T.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402.



Date: 20-Nov-2018

PROVISIONAL OFFER LETTER

Dear Placement Officer,

Greetings from Support Studio Technologies!!!

We are glad to connect with "RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY" for enhancing your hands with "SUPPORT STUDIO TECHNOLOGIES". With reference to the Interview you had with us, we are pleased to inform that the following candidates of MBA have been shortlisted as a "Business Development Experts".

1. **KARTHIK.V**
2. MAHASHOOQ.S.M
3. MIRUNALINI DEVI.A
4. NIVETHA.M
5. PIREETHI.G
6. SANTHIYA.K

Roles & responsibilities:

Manage the sales process to attract new clients.
 Work with senior team members to identify and manage risks.
 Maintain fruitful relationships with clients and address their needs effectively.
 Research and identify new market opportunities.

Location: Support Studio Technologies.

No: 192, second floor, Akshaya Plaza,
 Kamaraj Salai, Pillaithotam,
 New Saram,
 Puducherry – 605013

Thanks and Regards,


Praveen S.

Human Resource Executive | Recruitment

T. (+91) 7708148305

E: hr@isupportz.com | www.isupportz.com

Akshaya Plaza, Second Floor, 192, Kamaraj Salai,
 Pillaithotam, New Saram | Puducherry - 605013


Dr. E. VIJAYAKRISHNA RAPAIKA
 B.Tech. (Mech), M.Tech.(Energy), Ph.D. (IIT)
 M.S.T.E., F.I.I.P.E., M.C.S.
PRINCIPAL
 Rajiv Gandhi College of Engineering
 Pannai - Cuddalore Ma
 Krishnamoorthy, Puducherry





Placement Cell <placementcell@rgcetpdya.ac.in>

Fwd: Offer conformation letter

Natarajan Sinouvassane <sinouvassane1@gmail.com>
To: placementcell@rgcetpdya.ac.in

Fri, Oct 5, 2018 at 10:29 AM

----- Forwarded message -----

From: Dhanasekaran A <dhanasekaran@amegoems.com>
Date: Thu, Oct 4, 2018 at 9:16 AM
Subject: Offer conformation letter
To: <logithaganesan1996@gmail.com>
Cc: Natarajan Sinouvassane <sinouvassane1@gmail.com>

Dear Miss **LOGITHA G,**

We are pleased to offer your the position of **HR Manager** for Bangalore region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO) .

Your employment will be with effect from **5th Nov 2018** with a Pay of INR. 33,500/- per month(this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect . Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV , Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof , without any reason being assigned, clause13.2(b).

ALL THE BEST

Dhansekaran.A
Regional Manager-Pondichery
AMEGO-Your Friend In Need
An Initiative of Meadows Knowledge Services Pvt Ltd,

Moogambiga Tower, 19 & 20, 3rd
floor Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005
9787679410
www.AMEGOEMS.COM

Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.d.I.P.E., M.C.S.I M.C.I.I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Rendy - Cuddalore Main Road,
Munungampakkam, Pondicherry - 605 005





Date: 20-Nov-2018

PROVISIONAL OFFER LETTER

Dear Placement Officer,

Greetings from Support Studio Technologies!!!

We are glad to connect with “RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY” for enhancing your hands with “SUPPORT STUDIO TECHNOLOGIES”. With reference to the Interview you had with us, we are pleased to inform that the following candidates of MBA have been shortlisted as a “Business Development Experts”.

1. KARTHIK.V
2. **MAHASHOOQ.S.M**
3. MIRUNALINI DEVI.A
4. NIVETHA.M
5. PIREETHI.G
6. SANTHIYA.K

Roles & responsibilities:

Manage the sales process to attract new clients.
 Work with senior team members to identify and manage risks.
 Maintain fruitful relationships with clients and address their needs effectively.
 Research and identify new market opportunities.

Location: Support Studio Technologies.

No: 192, second floor, Akshaya Plaza,
 Kamaraj Salai, Pillaithotam,
 New Saram,
 Puducherry – 605013

Thanks and Regards,

Praveen S

Human Resource Executive | Recruitment

T. (+91) 7708148305

E: hr@isupportz.com | www.isupportz.com

Akshaya Plaza, Second Floor, 192, Kamaraj Salai,
 Pillaithotam, New Saram | Puducherry - 605013

Dr. E. VIJAYAKRISHNA RAPAKA
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 M.L.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuttalore Main Road,
 Kattampakkam, Puducherry - 607 407



13-09-2018

MANIBALAN.M

Chennai

Subject: LETTER OF OFFER

Dear MANIBALAN.M,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-11-2018**.

The annual compensation calculated on Cost to Company will be **INR 255000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 17000/-
2. CTC per month - 4th month onwards - Rs. 21250/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.12750/-
4. Total CTC per annum - Rs. 255000/-

*You will be eligible for **Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date (4th month)

Your place of posting will be **CUDDALORE**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.


We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited



Madhulika Singh
Regional Head - Human Resources




Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Guddalore Main Road,
Krumampakkam, Puducherry - 607 402.

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	MANIBALAN.M	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	21-11-2018	
CTC (In INR)	255000/- per annum	
Pay structure	Monthly	Monthly
	(First 3-months)	(4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	4201	5123
Attire Allowance	0	1757
Field Allowance	0	1438
Salary (C1)	14447	18564
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	470	603
Benefit's(C2)	1700	1833
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	0	0
Statutory Bonus	853	853
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17000	21250
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	109	140
Total Deductions (b)	1339	1370
*Net Take Home {a - b - C2}	13961	18047
Overall CTC	17000	21250

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika
Madhulika Singh

Regional Head - Human Resources



Dr. E. Visayakrishna Rapaka
Dr. E. VISAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kumampakkam, Puducherry - 605 007



Placement Cell <placementcell@rgcetpdy.ac.in>

Fwd: Offer conformation letter

Natarajan Sinouvassane <sinouvassane1@gmail.com>
To: placementcell@rgcetpdy.ac.in

Fri, Oct 5, 2018 at 10:29 AM

----- Forwarded message -----

From: Dhanasekaran A <dhanasekaran@amegoems.com>

Date: Thu, Oct 4, 2018 at 9:16 AM

Subject: Offer conformation letter

To: <manikan23india@gmail.com>

Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>

Dear **Mr. MANIKANDAN B.**,

We are pleased to offer your the position of **SALES- ASST. BRANCH MANAGER** for Bangalore region @ **MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)**.

Your employment will be with effect from **5th Nov 2018** with a Pay of INR. 42,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect. Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV, Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof, without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhansekaran.A
Regional Manager-Pondichery
AMEGO-Your Friend In Need
An Initiative of Meadows Knowledge Services Pvt Ltd,

Moogambiga Tower, 19 & 20, 3rd
floor Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005
9787679410
www.AMEGOEMS.COM



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M.I.S.T.E., F.I.I., P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cudalore Main Road,
Kumbampakkam, Puducherry - 607 402.



PROVISIONAL OFFER LETTER

Date: 20-Nov-2018

Dear Placement Officer,

Greetings from Support Studio Technologies!!!

We are glad to connect with "RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY" for enhancing your hands with "SUPPORT STUDIO TECHNOLOGIES". With reference to the Interview you had with us, we are pleased to inform that the following candidates of MBA have been shortlisted as a "Business Development Experts".

1. KARTHIK.V
2. MAHASHOOQ.S.M
3. MIRUNALINI DEVI.A
4. NIVETHA.M
5. PIREETHI.G
6. SANTHIYA.K

Roles & responsibilities:

Manage the sales process to attract new clients.
 Work with senior team members to identify and manage risks.
 Maintain fruitful relationships with clients and address their needs effectively.
 Research and identify new market opportunities.

Location: Support Studio Technologies.

No: 192, second floor, Akshaya Plaza,
 Kamaraj Salai, Pillaithotam,
 New Saram,
 Puducherry – 605013

Thanks and Regards,

Praveen S

Human Resource Executive | Recruitment

T. (+91) 7708148305

E: hr@isupportz.com | www.isupportz.com

Akshaya Plaza, Second Floor, 192, Kamaraj Salai,
 Pillaithotam, New Saram | Puducherry - 605013



Dr. E. VIJAYAKRISHNA RAPAKA
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Krumampakkam, Puducherry - 607 407

13-09-2018

MOULEESWARAN.S

Chennai

Subject: **LETTER OF OFFER**

Dear MOULEESWARAN.S,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-11-2018**.

The annual compensation calculated on Cost to Company will be **INR 255000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 17000/-
2. CTC per month - 4th month onwards - Rs. 21250/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.12750/-
4. Total CTC per annum - Rs. 255000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

Your place of posting will be **Puducherry**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources



[Signature]
Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S., M.C.I.A.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cudalore Main Road,
Kinnampakkam, Puducherry - 605 007

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	MOULEESWARAN.S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	21-11-2018	
CTC (in INR)	255000/- per annum	
Pay structure	Monthly	Monthly
	(First 3 months)	(4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	4201	5123
Attire Allowance	0	1757
Field Allowance	0	1438
Salary (C1)	14447	18564
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	470	603
Benefit's(C2)	1700	1833
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	0	0
Statutory Bonus	853	853
CTC (Total-C1+C2+C3 + Statutory Bonus)(a)	17000	21250
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	109	140
Total Deductions (b)	1339	1370
*Net Take Home {a - b - C2}	13961	18047
Overall CTC	17000	21250

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources



Dr. E. Vijayakrishna Rapaka
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I, M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kilumampakkam, Puducherry - 607 402.



+91 9940710411

contact@hattussa.com

47, 6th Cross St, Kumaran Nagar Extn,
Lawspet, Puducherry 605008

Nov 2018

Miss. **NANDHINI**
Puducherry.

Dear NANDHINI,

With reference to your application and subsequent interview with us, we are pleased to inform you that we would like to offer you the **Business Development Executives** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Puducherry 605008.

Gr. Keethu



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Guddalore Main Road,
Kumarampakkam, Puducherry. 605 008



☎ +91 9940710411

✉ contact@hattussa.com

47, 6th Cross St, Kumaran Nagar Extn,
Lawspet, Puducherry 605008

Nov 2018

Mr. NAVEEN.M

Puducherry,

Dear NAVEEN,

With reference to your application and subsequent interview with us, we are pleased to inform you that we would like to offer you the **Business Development Executives** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No.47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry-605008.

G. Kaithel



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.J.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kulamampakkam, Puducherry - 605 402.

www.hattussa.com



Date: 20-Nov-2018

PROVISIONAL OFFER LETTER

Dear Placement Officer,

Greetings from Support Studio Technologies!!!

We are glad to connect with "RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY" for enhancing your hands with "SUPPORT STUDIO TECHNOLOGIES". With reference to the Interview you had with us, we are pleased to inform that the following candidates of MBA have been shortlisted as a "Business Development Experts".

1. KARTHIK.V
2. MAHASHOOQ.S.M
3. MIRUNALINI DEVI.A
4. NIVETHA.M
5. PIREETHI.G
6. SANTHIYA.K

Roles & responsibilities:

Manage the sales process to attract new clients.
Work with senior team members to identify and manage risks.
Maintain fruitful relationships with clients and address their needs effectively.
Research and identify new market opportunities.

Location: Support Studio Technologies.

No: 192, second floor, Akshaya Plaza,
Kamaraj Salai, Pillaithotam,
New Saram,
Puducherry – 605013

Thanks and Regards,

Praveen S

Human Resource Executive | Recruitment

T: (+91) 7708148305

E: hr@isupportz.com | www.isupportz.com

Akshaya Plaza, Second Floor, 192, Kamaraj Salai,
Pillaithotam, New Saram | Puducherry - 605013



Dr. E. VIJAYAKRISHNA RAO
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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kumampakkam Puducherry - 607 102

13-09-2018

PATCHAIAMMA.S

Chennai

Subject: LETTER OF OFFER

Dear PATCHAIAMMA.S,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-11-2018**.

The annual compensation calculated on Cost to Company will be **INR 255000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 17000/-
2. CTC per month - 4th month onwards - Rs. 21250/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.12750/-
4. Total CTC per annum - Rs. 255000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

Your place of posting will be **CUDDALORE**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources



Dr. E. Vijayakrishna Rapaka
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.P.E., M.C.S., M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kulamamakkam, Puducherry - 607 007

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	PATCHAIAMMA.S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	21-11-2018	
CTC (in INR)	255000/- per annum	
Pay structure	Monthly	Monthly
	(First 3-months)	(4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	4201	5123
Attire Allowance	0	1757
Field Allowance	0	1438
Salary (C1)	14447	18564
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	470	603
Benefit's(C2)	1700	1833
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	0	0
Statutory Bonus	853	853
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17000	21250
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	109	140
Total Deductions (b)	1339	1370
*Net Take Home {a - b - C2}	13961	18047
Overall CTC	17000	21250

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources



Dr. E. VIJAYAKRISHNA RAKA
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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kumampakkam Puducherry - 607 402



Placement Cell <placementcell@rgcetpdy.ac.in>

Fwd: Offer conformation letter

Natarajan Sinouvassane <sinouvassane1@gmail.com>
To: placementcell@rgcetpdy.ac.in

Fri, Oct 5, 2018 at 10:29 AM

----- Forwarded message -----

From: Dhanasekaran A <dhanasekaran@amegoems.com>
Date: Thu, Oct 4, 2018 at 9:16 AM
Subject: Offer conformation letter
To: <pearlbudlu@gmail.com>
Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>

Dear Miss PAVITRA M,

We are pleased to offer you the position of **MARKETING TRAINEE** for Bangalore region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO).

Your employment will be with effect from **5th Nov 2018** with a Pay of INR. 15,000/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect. Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV, Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof, without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhanasekaran.A
Regional Manager-Pondicherry
AMEGO-Your Friend In Need
An Initiative of Meadows Knowledge Services Pvt Ltd.

Moogambiga Tower, 19 & 20, 3rd
floor Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005

9787679410
www.AMEGOEMS.COM



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402



Date: 20-Nov-2018

PROVISIONAL OFFER LETTER

Dear Placement Officer,

Greetings from Support Studio Technologies!!!

We are glad to connect with “**RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY**” for enhancing your hands with “**SUPPORT STUDIO TECHNOLOGIES**”. With reference to the Interview you had with us, we are pleased to inform that the following candidates of MBA have been shortlisted as a “Business Development Experts”.

1. KARTHIK.V
2. MAHASHOOQ.S.M
3. MIRUNALINI DEVL
4. NIVETHA.M
5. **PIREETHI.G**
6. SANTHIYA.K

Roles & responsibilities:

Manage the sales process to attract new clients.
 Work with senior team members to identify and manage risks.
 Maintain fruitful relationships with clients and address their needs effectively.
 Research and identify new market opportunities.

Location: Support Studio Technologies.

No: 192, second floor, Akshaya Plaza,
 Kamaraj Salai, Pillaithotam,
 New Saram,
 Puducherry – 605013

*Thanks and Regards,**Praveen S**Human Resource Executive | Recruitment**T: (+91) 7708148305**E: hr@isupportz.com | www.isupportz.com*

*Akshaya Plaza, Second Floor, 192, Kamaraj Salai,
 Pillaithotam, New Saram | Puducherry - 605013*



Dr. E. VISAYAKRISHNA RAKA
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kizhambakkam, Puducherry - 607 402.

13-09-2018

PRAVEEN RIDRICK.C

Chennai

Subject: LETTER OF OFFER

Dear PRAVEEN RIDRICK.C,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-11-2018**.

The annual compensation calculated on Cost to Company will be **INR 255000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 17000/-
2. CTC per month - 4th month onwards - Rs. 21250/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.12750/-
4. Total CTC per annum - Rs. 255000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

Your place of posting will be **Puducherry**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited



Madhulika Singh
Regional Head - Human Resources



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.J. M.E.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Korumbakkam, Puducherry - 605 007 and

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	PRAVEEN RIDRICK.C	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	21-11-2018	
CTC (in INR)	255000/- per annum	
Pay structure	Monthly	Monthly
	(First 3 months)	(4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	4201	5123
Attire Allowance	0	1757
Field Allowance	0	1438
Salary (C1)	14447	18564
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	470	603
Benefit's (C2)	1700	1833
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements (C3)	0	0
Statutory Bonus	853	853
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17000	21250
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	109	140
Total Deductions (b)	1339	1370
*Net Take Home {a - b - C2}	13961	18047
Overall CTC	17000	21250

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources



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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402.



Date: 20-Nov-2018

PROVISIONAL OFFER LETTER

Dear Placement Officer,

Greetings from Support Studio Technologies!!!

We are glad to connect with “**RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY**” for enhancing your hands with “**SUPPORT STUDIO TECHNOLOGIES**”. With reference to the Interview you had with us, we are pleased to inform that the following candidates of MBA have been shortlisted as a “Business Development Experts”.

1. KARTHIK.V
2. MAHASHOOQ.S.M
3. MIRUNALINI DEVI.A
4. NIVETHA.M
5. PIREETHI.G
6. **SANTHIYA.K**

Roles & responsibilities:

Manage the sales process to attract new clients.
 Work with senior team members to identify and manage risks.
 Maintain fruitful relationships with clients and address their needs effectively.
 Research and identify new market opportunities.

Location: Support Studio Technologies.

No: 192, second floor, Akshaya Plaza,
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 New Saram,
 Puducherry – 605013

*Thanks and Regards,**Praveen S**Human Resource Executive | Recruitment**T. (+91) 7708148305**E: hr@isupportz.com | www.isupportz.com*

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PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kizhambakkam, Puducherry - 607 402



Placement Cell <placementcell@rgcetpdy.ac.in>

Fwd: Offer conformation letter

Natarajan Sinouvassane <sinouvassane1@gmail.com>
To: placementcell@rgcetpdy.ac.in

Fri, Oct 5, 2018 at 10:29 AM

----- Forwarded message -----

From: Dhanasekaran A <dhanasekaran@amegoems.com>
Date: Thu, Oct 4, 2018 at 9:16 AM
Subject: Offer conformation letter
To: <sarathpac6697@gmail.com>
Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>

Dear **Mr. SARATHKUMAR TR.**

We are pleased to offer your the position of **MARKETING TRAINEE** for Bangalore region @ **MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)**.

Your employment will be with effect from **5th Nov 2018** with a Pay of INR. 15,000/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect. Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV, Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof, without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhansekaran.A
Regional Manager-Pondichery
AMEGO-Your Friend In Need
An Initiative of Meadows Knowledge Services Pvt Ltd,

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floor Villanur Main Road,
Ellal Pillai Chavady
Pondicherry-605005

9787679410
www.AMEGOEMS.COM



Dr. E. VEJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.S., M.C.S.I.M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Gudalur Main Road,
Kiranampakkam, Pondicherry - 605 002.

13-09-2018

SINDHUJA.J
Chennai

Subject: LETTER OF OFFER

Dear **SINDHUJA.J,**

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-11-2018**.

The annual compensation calculated on Cost to Company will be **INR 255000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 17000/-
2. CTC per month - 4th month onwards - Rs. 21250/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.12750/-
4. Total CTC per annum - Rs. 255000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

Your place of posting will be **CUDDALORE**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources



Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (I.I.T Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Munnampakkam, Puducherry - 607 402

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	SINDHUJA.J	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	21-11-2018	
CTC (in INR)	255000/- per annum	
Pay structure	Monthly	Monthly
	(First 3 months)	(4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	4201	5123
Attire Allowance	0	1757
Field Allowance	0	1438
Salary (C1)	14447	18564
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	470	603
Benefit's(C2)	1700	1833
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	0	0
Statutory Bonus	853	853
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17000	21250
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	109	140
Total Deductions (b)	1339	1370
*Net Take Home (a - b - C2)	13961	18047
Overall CTC	17000	21250

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika
Madhulika Singh

Regional Head - Human Resources



Dr. E. Vijayakrishna Rapaka
Dr. E. VIJAYAKRISHNA RAPAKA
E.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kikumampakkam, Puducherry - 605 407



Placement Cell <placementcell@rgcetpdy.ac.in>

Fwd: Offer conformation letter

Natarajan Sinouvassane <sinouvassane1@gmail.com>
To: placementcell@rgcetpdy.ac.in

Fri, Oct 5, 2018 at 10:29 AM

----- Forwarded message -----

From: **Dhanasekaran A** <dhanasekaran@amegoems.com>
Date: Thu, Oct 4, 2018 at 9:16 AM
Subject: Offer conformation letter
To: <sriramsiddarth795@gmail.com>
Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>

Dear **Mr. SRIRAM M.**

We are pleased to offer your the position of **SALES- ASST. BRANCH MANAGER** for Bangalore region @ **MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)**.

Your employment will be with effect from **5th Nov 2018** with a Pay of INR. 42,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect. Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV, Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof, without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhansekaran.A
Regional Manager-Pondichery
AMEGO-Your Friend In Need
An Initiative of Meadows Knowledge Services Pvt Ltd,

Moogambiga Tower, 19 & 20, 3rd
floor Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005

9787679410
www.AMEGOEMS.COM



Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Korumbakkam, Puducherry - 607 402



+91 2940710411

contact@hattussa.com

47, 6th Cross St, Kumaran Nagar Extn,
Lowspet, Puducherry 605008

Nov 2018

Miss. SUBA SHREE,R
Puducherry.

Dear SUBA SHREE,

With reference to your application and subsequent interview with us, we are pleased to inform you that we would like to offer you the **Business Development Executives** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lowspet, Puducherry-605008.

G. Keethu



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech.(Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.J.S.T.E., F.J.J.P.E., M.C.S., M.C.I.L.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kulamampakkam Puducherry - 605 402

www.hattussa.com



Placement Cell <placementcell@rgcetpdy.ac.in>

Fwd: Offer conformation letter

Natarajan Sinouvassane <sinouvassane1@gmail.com>
To: placementcell@rgcetpdy.ac.in

Fri, Oct 5, 2018 at 10:29 AM

----- Forwarded message -----

From: **Dhanasekaran A** <dhanasekaran@amegoems.com>
Date: Thu, Oct 4, 2018 at 9:16 AM
Subject: Offer conformation letter
To: <tamilrice95@gmail.com>
Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>

Dear **Miss THAMIZHARASI P.**,

We are pleased to offer your the position of **HR Manager** for Bangalore region @ MEADOWS KNOWLEDGE SERVICES PVT LTD (**AMEGO**) .

Your employment will be with effect from **5th Nov 2018** with a Pay of INR. 33,500/- per month(this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect . Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV , Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof , without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhanasekaran.A
Regional Manager-Pondichery
AMEGO-Your Friend In Need
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PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kinnampakkam, Puducherry - 607 407

13-09-2018

VENGATESH.M

Chennai

Subject: **LETTER OF OFFER**

Dear VENGATESH.M,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **21-11-2018**.

The annual compensation calculated on Cost to Company will be **INR 255000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 17000/-
2. CTC per month - 4th month onwards - Rs. 21250/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.12750/-
4. Total CTC per annum - Rs. 255000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

Your place of posting will be **CUDDALORE**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

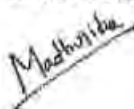
As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited



Madhulika Singh
Regional Head - Human Resources



Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.J.I.P.E., M.C.E., M.C.I.T.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kiramampakkam, Puducherry - 605 005

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	VENGATESH.M	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	21-11-2018	
CTC (in INR)	255000/- per annum	
Pay structure	Monthly	Monthly
	(First 3 months)	(4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	4201	5123
Attire Allowance	0	1757
Field Allowance	0	1438
Salary (C1)	14447	18564
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	470	603
Benefit's (C2)	1700	1833
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements (C3)	0	0
Statutory Bonus	853	853
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17000	21250
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	109	140
Total Deductions (b)	1339	1370
*Net Take Home {a - b - C2}	13961	18047
Overall CTC	17000	21250

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources



[Signature]
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+91 9940710411

contact@hattussa.com

47, 6th Cross St, Kumaran Nagar Extn,
Lawspet, Puducherry-605008

Nov 2018

Mr. VENKADAKRISHNA.C

Puducherry.

Dear VENKADAKRISHNA,

With reference to your application and subsequent interview with us, we are pleased to inform you that we would like to offer you the **Business Development Executives** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Puducherry-605008.
Gr. Kaithu



Dr. E. Visayakrishna Rapaka
Dr. E. VISAYAKRISHNA RAPA
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Placement Cell <placementcell@rgcetpdy.ac.in>

Fwd: Offer conformation letter

Natarajan Sinouvassane <sinouvassane1@gmail.com>
To: placementcell@rgcetpdy.ac.in

Fri, Oct 5, 2018 at 10:29 AM

----- Forwarded message -----

From: Dhanasekaran A <dhanasekaran@amegoems.com>
Date: Thu, Oct 4, 2018 at 9:16 AM
Subject: Offer conformation letter
To: <vijayanand96msv@gmail.com>
Cc: Natarajan Sinouvassane <Sinouvassane1@gmail.com>

Dear **Mr. VIJAYANANAD.V.**,

We are pleased to offer your the position of **SALES- ASST. BRANCH MANAGER** for Bangalore region @ **MEADOWS KNOWLEDGE SERVICES PVT LTD (AMEGO)**.

Your employment will be with effect from **5th Nov 2018** with a Pay of INR. 42,500/- per month (this includes your conveyance).

The complete CTC details & other statutory compliance will be available in your employment contract which will be sent to you within 15 working days.

Kindly treat this email as your appointment letter to join the Pondicherry team with immediate effect. Please email me your acceptance email at the earliest. Also send me your soft copy of passport size photograph with other pending documents (CV, Previous employment details, ID proof, Educational Certificate, 2 Professional references). During the probationary period the company may terminate the employment without notice or payment in lieu thereof, without any reason being assigned, clause 13.2(b).

ALL THE BEST

Dhansekaran.A
Regional Manager-Pondichery
AMEGO-Your Friend In Need
An Initiative of Meadows Knowledge Services Pvt Ltd,

Moogambiga Tower, 19 & 20, 3rd
floor Villanur Main Road,
Ellai Pillai Chavady
Pondicherry-605005
9787679410
www.AMEGOEMS.COM



[Signature]
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OFFER OF EMPLOYMENT - Associate Software Engineer

27th May 2019

Dear **BALAJI.R.**,

Subject: Offer of employment with thinkbridge Software Private Limited

We are delighted to offer you the position of **Associate Software Engineer**. Our interview team was happy with your skills as well as your thoughtful responses to their questions. We also believe that you will be a good cultural fit for our close-knit team.

At **thinkbridge**, we pride ourselves on helping our customers solve their complex business problems. We believe in delighting our customers through our quality of work, clarity of communication as well as thoughtful solutions with attention to detail.

Your Compensation

While we believe in helping our customers grow, we also firmly believe that it is our people who make this happen for our customers. Our compensation structure is designed to ensure we add the brightest minds to our team who will help elevate our team to the next level. Here are your compensation details:

1. Your annual CTC is ₹ 420,000/- plus benefits. Please refer to Annexure-I that includes a detailed break up of your compensation and benefits. This is subject to revise annually
2. A list of documentation that you must submit is included in Annexure-II. Please ensure that you submit these documents on the day of your joining.

Probationary Period

We think it is prudent to decide the best team, type of work as well as the type of role that you are well suited for. For the same, a Maximum of first three months will be considered as probationary period.

During this period, you will work with an assigned mentor who will provide regular feedback to help you adapt, grow and become successful. Once we decide the fit mutually, you will go on to become a permanent member of the team.

In some cases where it is deemed an absolute mismatch and a mutual disbenefit, employment is discontinued. As per performance, the management reserves the right to extend confirmation in case additional training or evaluation is needed.

The company has every right to terminate employment without pay, in the case you do not show up for two working days in a row, without informing your Team Lead.

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thinkbridge

Work Location

You will be working remotely and might need to come to our Pune office on some occasions for a few days. We believe that remote work is the future of work, and our processes are set up to allow this type of setup to an extent. Our office hours are also flexible and are tuned to match your team and clients' requirements.

Our Culture

1. We deliver technology solutions using a 'BusinessFirst-TechnologySecond' approach.
2. We deliver technology solutions using modern practices with 'users' at the center of it all.
3. We strive to **understand the context** and passion in our client's business before writing a line of code or building a technology solution.
4. **We are not perfect.** We owe up to any of our mistakes and make them right. We learn, iterate, and innovate with you.
5. We believe that we can deliver value through **long-term partnerships** and not short-term projects.
6. We never stop learning. We maintain a 'Beginner's Mind'.
7. We **help ourselves as well as our team member** to get better each day.
8. Our **culture is contagious**, and we are selective about who we work with and who we hire.

Travel

While we do not sponsor international visas or require international travel, there may be a client need that may require you to do so. We will deal with that on a case-by-case basis. You will also be required to travel to Pune to attend team events if not working onsite. All travel expenses are reimbursed based on our expense policy which will be provided to you at the time of your joining.

We are happy to welcome you to **thinkBridge** and look forward to a mutually beneficial association. Please feel free to reach out to us if you have any questions.

Please revert with confirmation. Wishing you the best,



Deepa Mukerjee
Associate Director - Global Talent Ops

thinkbridge



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Annexure I: Compensation & Benefits

DESCRIPTION	YEARLY	MONTHLY
Basic Pay	157,920	13,160
House Rent Allowance	78,960	6,580
Telephone and Internet	6,000	500
Fuel and Vehicle	12,000	1,000
Books and Periodicals	6,000	500
Special Allowance	112,320	9,360
Anniversary Pay	25,200	
Gross Salary	398,400	31,100
Employers' Contribution to Provident Fund	21,600	1,800
Cost to Company	420,000	32,900

The above salary will be subject to statutory deductions under The Income Tax Act at the prevalent rate of Tax and Professional Tax.

ADDITIONAL BENEFITS	
1.	Health & Accident Insurance Cover of ₹ 2,50,000/- Per Annum for immediate family.
2.	Optional health insurance cover of ₹ 2,00,000/- Per Annum for parents where thinkbridge pays half the premium. *
3.	"Zero loss of pay" in case of pre-informed and approved absence.
4.	"Own your laptop": Bring any computer of your choice that fits within thinkbridge specifications. We will reimburse lesser of 75% of the total cost of computer or ₹72,000 over 24-month period. *

*T&C Apply


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Annexure-II: Documentation

Please bring the original and scanned copies of the following documents on the day of your joining:

- ☐ Address Proof (e.g., Driving License/Voter ID/Aadhaar card etc.)
- ☐ PAN Card
- ☐ Passport size photograph
- ☐ Highest Qualification of Education Certificate
- ☐ Experience Letter/ Relieving Letter from the previous employer (if applicable)
- ☐ Copy of your last drawn salary slip (if applicable)
- ☐ Passport (if applicable)


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Annexure- III: Behavior Expectations

As a thinkbridge Member of Technical Staff, you are expected to exhibit these behaviors.

- Proficient in at least one web application programming language ecosystem. (C#, Python, Java, JavaScript / Typescript)
- Zero Tardiness.
- Build Complete, Concise, Clean and Organized Software focused on Understandability.\
- 80% Estimation Accuracy.
- 80% Unit Testing Code Coverage.

Required Reading:

- Clean Code.
- Don't make me think.
- Unit Testing Principles, Practices, and Patterns

30 DayReview:


1. Always Ontime for Everything
2. 70% Estimation Accuracy
3. 75% Code Coverage on Unit Testing
4. Synopsis of the book "Code: The Hidden Language of Computer Hardware and Software".
5. Excellent Contribution to the Production Software.

60 DayReview:

1. 80% Estimation Accuracy
2. 80% Code Coverage on Unit Testing
3. Synopsis of the book "Don't Make Me Think"

90 DayReview:

1. Synopsis of the book "Unit Testing Principles, Practices, and Patterns".


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NOVEMBER 2019

BRUNDHAVATHI.R**DEPT OF MCA
RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY**

Dear BRUNDHAVATHI.R

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

Position

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

Probation

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

Compensation

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

Confidentiality and Non Disclosure

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

AVA Software Pvt. Ltd.,

Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>

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Kirimampakkam, Puducherry - 607 402.



Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The company will provide insurance coverage with a sum assured of Rs. 3,00,000/- per annum per individual as specified in the policy. Additionally, employees have the option to extend this coverage to their parents, spouse, and up to two children at the negotiated AVASOFT prices, with a sum assured of INR 300,000 per individual annually. The entire premium amount of parents, spouse and children will be

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deducted from the employee's net salary on a monthly basis. Further details will be provided during the onboarding process.

- i. In the event that an employee claims insurance but leaves the company before the policy term is completed, the outstanding premium amount must be settled during the exit process and the insurance coverage will be considered void post the exit process.
- ii. If benefits were not utilized during the employment tenure and the employee leaves before the policy term concludes, the insurance coverage will be considered void, and no payment will be required.

Visa

Any employee, having initially demonstrated their interest and enrolled in any type of visa application procedure and later communicates their intent to withdraw from said process, concerned individual shall bear financial liability for all pertinent costs borne by the company. These costs shall encompass not solely the expenditures associated with the visa application and processing, but shall additionally extend to cover transit expenses. The financial obligation further includes the comprehensive assessment of the efforts and time invested by company resources in managing and facilitating the visa process, thereby quantifying the damages caused.

Termination & Recovery

- i. The Company may terminate this contract and the Employee's employment at any time.
- ii. Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- iii. The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to pay the training cost a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty Thousand only) to the employer.

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- iv. If an employee resigns from the company or is demoted from their current position within six months of receiving a salary hike, the company reserves the right to reverse the salary adjustment. The decision to reverse the salary will be at the discretion of the company and will be communicated to the affected employee in writing. All salary modifications are subject to the discretion of the company.
- v. Any employee, in compliance with company regulations, who utilizes a certification granted by the organization for client-related activities is hereby prohibited from voluntarily terminating their employment for a specified duration of one year, commencing from the initiation date of the aforementioned certification. Should an employee resign due to an emergency, with approval from the management, they will have to pay for any certification cost paid by the company.
- vi. If the employer decides in terminating employee under Attitude/Performance issues they will be put through Performance Improvement Plan [PIP] for 30 days. If the employee fails to perform during the PIP, they will be liable to pay the training cost of Rs 1.5 Lakhs. Waiver of this clause is purely at the Company's sole discretion.
- vii. In case of any conversation/details violating company policy found in any electronic devices held by the employee will be confiscated for legal proceedings.
- viii. Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.
- ix. In case wherein the employee resigns within 2 years after receiving retention bonus they will have to repay the cost to the company.
- x. In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

- (a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

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 Website: <http://www.avasoft.com>





(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The employee must serve the notice period fully/partially even after their agreement period or internship is completed if they are allocated in client projects. The waiver of notice period fully or partially during the internship/employment is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

Professional Ethics:

As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict

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confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

Dispute

Any dispute that arises between parties will be subjected to exclusive jurisdiction of courts in Chennai alone.

Declaration

During Onboarding you will be expected to sign & agree the 'Employment Service Agreement' documents with us which will outline the terms and conditions of the organisation. Failing which, this Offer Letter stands void/invalid.

Sincerely,

Anthea Vicky

Human Resources

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Compensation Break Up		
Name	BRUNDHAVATHI.R	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowance	1250	15000
Conveyance	1600	19200
Leave Travel Allowance	1300	15600
Other Allowance	4883	58600
Total of B	9033	108400
C – Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
D-Benefits		
Benefits	8333	100000
Total of D	8333	100000
Total (A+B+C+D)	41666	500000

For AVA SOFTWARE Pvt. Ltd.,

To AVA SOFTWARE Pvt. Ltd.,

Anthea Vicky

Human Resources

CANDIDATE

Trainee Engineer

Dr. E. VIJAYAKRISHNA RAPAKA
 E.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kirumampakkam, Puducherry - 607 402.

AVA Software Pvt. Ltd.,

Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>

**KODNEST TECHNOLOGIES PVT. LTD.**CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

March 2019

Sub: Your Offer Confirmation for KodNest's CSR Program**DASS**

Congratulations! We're happy to welcome you to KodNest Technologies Pvt. Ltd., Bengaluru, as a "Software Development - Intern" under our CSR Program. This program is a step towards empowering aspiring tech professionals like you, offering free training coupled with unlimited placement opportunities.

Please Note the Following Terms and Conditions:

- 1. Completion of Dream Factory :** It's essential that you complete the Dream Factory program before the stipulated deadline. This program is a cornerstone of your training and a prerequisite for maintaining the validity of this offer. Please understand that failure to completing the program within the deadline will result in this offer becoming inactive. We place significant emphasis on the completion of this program as it equips you with the necessary skills and knowledge for a successful start in your learning with KodNest.
- 2. Adherence to KodNest Policies:** You're required to comply with all KodNest policies and procedures. Failure to accept this offer within 15 days will lead to forfeiture of your seat.
- 3. Mandatory Participation in Training and Placement Drives:** You're expected to actively participate in all training and placement opportunities. Emergencies requiring absence must be pre- approved. Non-compliance could lead to termination of this opportunity.

Dr. E. VIJAYAKRISHNA RAO
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E-Mail: usv@kodnest.com
support@kodnest.com

Call / WhatsApp Us
+91 8095 000 123E-Mail: usv@kodnest.com
support@kodnest.comVisit Us
www.kodnest.com

**KODNEST TECHNOLOGIES PVT. LTD.**

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

4. No Financial Burden: KodNest is committed to offering this program free of charge, with no hidden fees.

5. Policy Violation Consequences: Any policy violation or misconduct can lead to immediate training termination, post-investigation.

6. Training Mode Notification: We will inform you about the training mode (online/offline/hybrid) 15 days before your joining date. Remember, no pending backlogs are allowed at the time of joining.

7. Training Materials: KodNest will provide all necessary training materials, including Welcome Kits.

KodNest's CSR & Dream Factory program is an unparalleled opportunity to build a strong foundation for your future in the IT sector. We offer comprehensive learning experiences and extensive placement opportunities. Grab this chance to turn your aspirations into achievements.

Confidentiality Policy: All company-provided documents are to be kept confidential, except when seeking legal advice.

Action Required: Please sign and return a copy of this letter to confirm your acceptance.

We eagerly await your contribution to our mission and your own growth. Welcome aboard, and here's to a successful journey together!

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
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Call / WhatsApp Us
+91 8095 000 123



E-Mail Us
support@kodnest.com



Visit Us
www.kodnest.com


**KODNEST TECHNOLOGIES PVT. LTD.**

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

Akash Pandey
CEO, Co-Founder

Accepted

(Signature of the Candidate)


Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
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Stage 2, BTM Layout, Bengaluru, Karnataka 560076

Document Checklist:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.
2. One (1) passport-size photograph.
3. Copy of the PAN (permanent account number) Card, self-attested.
4. Any Govt ID Proof - One copy.


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+91 9940710411

contact@hattussa.com

47, 6th Cross St, Kumaran Nagar Extn,
Lawspet, Puducherry 605008

MARCH 2019

Dear **DHIVYA.D**

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry-605003.

G. Kaithi

[Signature]
Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.T.E., M.C.S.I M.C.I.I.,
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Kirumampakkam, Puducherry - 607 402.





NOVEMBER 2019

DIVYA.M

DEPT OF MCA
RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY

Dear DIVYA.M

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

Position

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

Probation

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

Compensation

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

Confidentiality and Non Disclosure

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

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Kirumam - Akam, Puducherry - 607 402.

AVA Software Pvt. Ltd.,
3rd Floor - Beta Block, Navalur, Chennai 600 130
Website: <http://www.avasoft.com>





Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The company will provide insurance coverage with a sum assured of Rs. 3,00,000/- per annum per individual as specified in the policy. Additionally, employees have the option to extend this coverage to their parents, spouse, and up to two children at the negotiated AVASOFT prices, with a sum assured of INR 300,000 per individual annually. The entire premium amount of parents, spouse and children will be

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R. Gandhi College of Engineering & Technology,
Pondy - Chidambaram Road,
K. Mampakkam - 607 402.





deducted from the employee's net salary on a monthly basis. Further details will be provided during the onboarding process.

- i. In the event that an employee claims insurance but leaves the company before the policy term is completed, the outstanding premium amount must be settled during the exit process and the insurance coverage will be considered void post the exit process.
- ii. If benefits were not utilized during the employment tenure and the employee leaves before the policy term concludes, the insurance coverage will be considered void, and no payment will be required.

Visa

Any employee, having initially demonstrated their interest and enrolled in any type of visa application procedure and later communicates their intent to withdraw from said process, concerned individual shall bear financial liability for all pertinent costs borne by the company. These costs shall encompass not solely the expenditures associated with the visa application and processing, but shall additionally extend to cover transit expenses. The financial obligation further includes the comprehensive assessment of the efforts and time invested by company resources in managing and facilitating the visa process, thereby quantifying the damages caused.

Termination & Recovery

- i. The Company may terminate this contract and the Employee's employment at any time.
- ii. Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- iii. The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to pay the training cost a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty Thousand only) to the employer.

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Kirumampakkam, Puducherry - 607 402

AVA Software Pvt. Ltd.,
Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130
Website: <http://www.avasoft.com>





- iv. If an employee resigns from the company or is demoted from their current position within six months of receiving a salary hike, the company reserves the right to reverse the salary adjustment. The decision to reverse the salary will be at the discretion of the company and will be communicated to the affected employee in writing. All salary modifications are subject to the discretion of the company.
- v. Any employee, in compliance with company regulations, who utilizes a certification granted by the organization for client-related activities is hereby prohibited from voluntarily terminating their employment for a specified duration of one year, commencing from the initiation date of the aforementioned certification. Should an employee resign due to an emergency, with approval from the management, they will have to pay for any certification cost paid by the company.
- vi. If the employer decides in terminating employee under Attitude/Performance issues they will be put through Performance Improvement Plan [PIP] for 30 days. If the employee fails to perform during the PIP, they will be liable to pay the training cost of Rs 1.5 Lakhs. Waiver of this clause is purely at the Company's sole discretion.
- vii. In case of any conversation/details violating company policy found in any electronic devices held by the employee will be confiscated for legal proceedings.
- viii. Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.
- ix. In case wherein the employee resigns within 2 years after receiving retention bonus they will have to repay the cost to the company.
- x. In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

- (a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

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Pondy - Cuddalore Road
Kilumampakkam, Puducherry - 605 006





(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The employee must serve the notice period fully/partially even after their agreement period or internship is completed if they are allocated in client projects. The waiver of notice period fully or partially during the internship/employment is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities(including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

Professional Ethics:

As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty , at any point of time , of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict

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Mammakulam, Puducherry - 607 402.





confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

Dispute

Any dispute that arises between parties will be subjected to exclusive jurisdiction of courts in Chennai alone.

Declaration

During Onboarding you will be expected to sign & agree the 'Employment Service Agreement' documents with us which will outline the terms and conditions of the organisation. Failing which, this Offer Letter stands void/invalid.

Sincerely,

Anthea Vicky

Human Resources

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S., M.C.I.T.,
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Compensation Break Up		
Name	DIVYA.M	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowance	1250	15000
Conveyance	1600	19200
Leave Travel Allowance	1300	15600
Other Allowance	4883	58600
Total of B	9033	108400
C – Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
D-Benefits		
Benefits	8333	100000
Total of D	8333	100000
Total (A+B+C+D)	41666	500000

For AVA SOFTWARE Pvt. Ltd.,

To AVA SOFTWARE Pvt. Ltd.,

Anthea Vicky

Human Resources

CANDIDATE

Trainee Engineer

Dr. E. VIJAYAKRISHNA RAPAKA
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 M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.O.A
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 Kirumampakkam, Puducherry - 607 402

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Website: <http://www.avasoft.com>



Letter of Intent

Ref: CDSPL/INT /2023

Date: 06-01-2019

Dear **GRACY.C**

We are thrilled to extend an offer for the Java Developer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,

HEMALATHA.G
HUMAN RESOURCE MANAGER

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I, M.C.I.I.,
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Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv

Gandhi Salai, Tharamani, Chennai - 600113

CIN : U72900TN2020PTC133791

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✉ info@coapps.ai

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Conduent Business Services India LLP
 (Erstwhile Xerox Business Services India LLP)
 2nd Floor, Vismaya Building,
 Infopark, Kakkanad P O,
 Kochi - 682042
 Tel +91.484.4090131
 Fax +91.484.4090146


April 15, 2019

HARSHA.R
 PUDUCHERRY

Dear **HARSHA.R**,

With reference to your application for temporary assignment and subsequent interview and discussions, we are pleased to appoint you as **Transaction Processing Associate I** on the following terms and conditions:

1. Your assignment with Conduent Business Services India LLP will be for a period of **3 months**, starting from **April 16, 2019 to July 17, 2019**. This assignment maybe extended for further period upon mutual consent from both parties. Any renewal will be on fresh terms and conditions.
2. You will be paid an assignment fee/training stipend of **INR 13,428.00 (Indian Rupees Thirteen Thousand Four Hundred and Twenty Eight Only)** per month.
3. In this tenure of temporary assignment you will be provided adequate training on transaction processing for the Conduent Business Services India LLP Clients. Conduent Business Services India LLP will evaluate your skills upon completion of the tenure, based on predefined parameters as mentioned in **Annexure I**. In case you qualify the predefined parameters, Conduent Business Services India LLP will on consideration, provide an offer of employment, on mutual consent. Any such offer will be applicable only if you are provided with a written employment offer and if you agree to the terms and conditions of such offer.
4. The LLP will deduct taxes as appropriate and consistent with the Indian tax regulations from time to time. You will be responsible for your tax liabilities under applicable tax laws and regulations. The LLP shall also have the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation.
5. Your initial place of work will be at the Conduent Business Services India LLP office located at the Vismaya 2nd Floor, Infopark, Kakkanad, Kochi - 682042. However, your services are transferable, and you may be assigned to any location in India or abroad where the Conduent or any of its affiliates, associates, subsidiaries or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
6. You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the LLP to assign such duties and responsibilities.
7. During your assignment, either party may terminate this contract by giving 15 days notice in writing or payment of 15 days assignment fee in lieu thereof. Notwithstanding the above, the LLP reserves the right to terminate your assignment forthwith and without notice or compensation, if you are found guilty of dishonesty, disobedience, insubordination, unauthorized absence, a criminal offence under law or on account of misconduct or unsatisfactory job performance. Notwithstanding the foregoing, any monies recovered by the LLP from you for any unserved portion of your notice period shall be subject to the applicable Goods and Services Tax.


Dr. E. VIJAYAKRISHNA RAPAKA
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PRINCIPAL

Regd. Office: Conduent Business Services India LLP

Unit A, 5th Floor, Aviator Building, Ascendas ITPB SEZ, International Tech Park Bangalore, Whitefield Road, Bangalore 560 066

LLPIN: AAH-8881, tele +91.80.41190100, fax +91.80.41190198

E-mail: conduentservicesindia@conduent.com | Website: www.conduent.com
 Pundarikotam, Pudukkottai, Pudukkottai - 607 402



8. Absence for a continuous period of 10 days without prior approval of your superior (including overstay of leave/training), would be treated as abandonment of service.
9. Whilst assigned by the LLP:
 - a. You will not be permitted to undertake any other assignment or engage in any external activities of a commercial nature without prior written approval from the executive officer of your department.
 - b. You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the LLP to assign such duties and responsibilities.
 - c. Except in proper course of your assignment, or, thereafter, you shall not divulge to any third party any information regarding the affairs or business matters of the LLP or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your assignment with the LLP is deemed to be confidential.
 - d. Please also read **Annexure II** for Benefits and Entitlements.
10. You confirm that you have disclosed fully all of your business interests in the LLP – whether or not they are similar to or in conflict with the business (es) or activities of the LLP, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the LLP and you or any immediate relatives. Also, you agree to disclose fully and immediately to the LLP any such interests or circumstances which may arise during the course of your assignment.
11. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant stringent disciplinary action from the LLP, up to and including termination of temporary assignment.
12. Upon separation from the LLP, you will be required to immediately return to the LLP, all assets and property (including any leased property) of the LLP including documents, files, books, papers and memos in your possession or custody.
13. Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company disciplinary policy in force. Termination by cause will not result in any pay from Conduent Business Services India LLP as per Clause 7.
14. Others
 - 14.1 Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by registered post to you at your address in India, as recorded with the LLP. You shall inform the LLP of any change in your personal data within 3 days' time.
 - 14.2 This letter and its Annexures, constitutes the entire agreement between the parties and supersedes all previous oral/written communications, representations, understanding and agreements between the parties, if any. The terms contained herein can be amended or modified at any time by the LLP and you will be duly informed in writing

Dr. E. VALLANDETTI, PAPA'CA
D. Ives, piazza, R. 101, 10100, 10100, 10100
R. 101, 10100, 10100, 10100, 10100, 10100
10100, 10100, 10100, 10100, 10100, 10100

E-mail: conduentservicesindia@conduant.com | Website: www.conduant.com





15. Acceptance of Offer

To accept this Offer, please fill up the attached Acceptance Form and return it to us immediately. If we do not receive your acceptance on or before the date of joining, this Offer of Assignment will lapse.

The terms of this offer are intended to be kept in strict confidence.

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein.

We welcome you and wish you every success with Conduent Business Services India LLP.

With warm regards,

For Conduent Business Services India LLP,


Anitus Niranjana
Director - Human Resources

DECLARATION:

I accept the assignment on the terms and conditions contained in this letter.

Place: Kochi

Date:


Dr. E. VIJAYAKRISHNA RAFAKA
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M.Sc.T.E., F.I.P.E., M.C.A.I.M.C.A.I.
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Annexure I

TRAINING PARAMETERS AND SELECTION CRITERIA

To become eligible for an offer of employment with Conduent Business Services India LLP, following selection criteria must be met by the trainee:

1. Attendance: 100%
Trainees are expected to be present on every training day during the entire tenure of the temporary assignment.
2. Typing Speed: 8000 keystrokes per hour or more
Trainees will need to improve their throughput in transactions by achieving a typing speed of at least 8000 keystrokes per hour, to be considered for selection. Trainees will be subject to regular testing to track their throughput figures.
3. Process Performance Accuracy: 98% & above
Trainees should display a process performance accuracy by attaining a field level accuracy of at least 98% or above, to be considered for selection. Trainees will be subject to regular testing to track their quality figures.

At the end of the training period, and based on the scores obtained on all parameters, those trainees who clear the parameters will be selected based on management's decision.


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**Annexure II****BENEFITS & ENTITLEMENTS**

In this temporary assignment, you will be entitled to:

1. Statutory Benefits such as PF, ESI, EDLI, etc. as applicable.
2. Leaves & holidays will be applicable as per Conduent India Leave and Holiday Policy
3. Medical insurance, Accident insurance and Term Life insurance will be applicable as per Corporate Medical Insurance Policy
4. Meal allowance as applicable
5. Transportation (Pick and drop) facility that will be provided as per Conduent India Transport Policy


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thinkbridge**OFFER OF EMPLOYMENT - Associate Software Engineer**27th May 2019

Dear JAYASURIYAANJALI,

Subject: Offer of employment with thinkbridge Software Private Limited

We are delighted to offer you the position of Associate Software Engineer. Our interview team was happy with your skills as well as your thoughtful responses to their questions. We also believe that you will be a good cultural fit for our close-knit team.

At thinkbridge, we pride ourselves on helping our customers solve their complex business problems. We believe in delighting our customers through our quality of work, clarity of communication as well as thoughtful solutions with attention to detail.

Your Compensation

While we believe in helping our customers grow, we also firmly believe that it is our people who make this happen for our customers. Our compensation structure is designed to ensure we add the brightest minds to our team who will help elevate our team to the next level. Here are your compensation details:

1. Your annual CTC is ₹ 420,000/- plus benefits. Please refer to Annexure-I that includes a detailed break up of your compensation and benefits. This is subject to revise annually
2. A list of documentation that you must submit is included in Annexure-II. Please ensure that you submit these documents on the day of your joining.

Probationary Period

We think it is prudent to decide the best team, type of work as well as the type of role that you are well suited for. For the same, a Maximum of first three months will be considered as probationary period.

During this period, you will work with an assigned mentor who will provide regular feedback to help you adapt, grow and become successful. Once we decide the fit mutually, you will go on to become a permanent member of the team.

In some cases where it is deemed an absolute mismatch and a mutual disbenefit, employment is discontinued. As per performance, the management reserves the right to extend confirmation in case additional training or evaluation is needed.

The company has every right to terminate employment without pay, in the case you do not show up for two working days in a row, without informing your Team Lead.

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thinkbridge

Work Location

You will be working remotely and might need to come to our Pune office on some occasions for a few days. We believe that remote work is the future of work, and our processes are set up to allow this type of setup to an extent. Our office hours are also flexible and are tuned to match your team and clients' requirements.

Our Culture

1. We deliver technology solutions using a 'BusinessFirst-TechnologySecond' approach.
2. We deliver technology solutions using modern practices with 'users' at the center of it all.
3. We strive to **understand the context** and passion in our client's business before writing a line of code or building a technology solution.
4. **We are not perfect.** We owe up to any of our mistakes and make them right. We learn, iterate, and innovate with you.
5. We believe that we can deliver value through **long-term partnerships** and not short-term projects.
6. We never stop learning. We maintain a 'Beginner's Mind'.
7. We **help ourselves as well as our team members** to get better each day.
8. Our **culture is contagious**, and we are selective about who we work with and who we hire.

Travel


While we do not sponsor international visas or require international travel, there may be a client need that may require you to do so. We will deal with that on a case-by-case basis. You will also be required to travel to Pune to attend team events if not working onsite. All travel expenses are reimbursed based on our expense policy which will be provided to you at the time of your joining.

We are happy to welcome you to **thinkBridge** and look forward to a mutually beneficial association. Please feel free to reach out to us if you have any questions.

Please revert with confirmation. Wishing you the best,



Deepa Mukerjee
Associate Director - Global Talent Ops
thinkbridge



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thinkbridge


Annexure I: Compensation & Benefits

DESCRIPTION	YEARLY	MONTHLY
Basic Pay	157,920	13,160
House Rent Allowance	78,960	6,580
Telephone and Internet	6,000	500
Fuel and Vehicle	12,000	1,000
Books and Periodicals	6,000	500
Special Allowance	112,320	9,360
Anniversary Pay	25,200	
Gross Salary	398,400	31,100
Employers' Contribution to Provident Fund	21,600	1,800
Cost to Company	420,000	32,900

The above salary will be subject to statutory deductions under The Income Tax Act at the prevalent rate of Tax and Professional Tax.

ADDITIONAL BENEFITS	
1.	Health & Accident Insurance Cover of ₹ 2,50,000/- Per Annum for immediate family.
2.	Optional health insurance cover of ₹ 2,00,000/- Per Annum for parents where thinkbridge pays half the premium. *
3.	"Zero loss of pay" in case of pre-informed and approved absence.
4.	"Own your laptop": Bring any computer of your choice that fits within thinkbridge specifications. We will reimburse lesser of 75% of the total cost of computer or ₹72,000 over 24-month period. *

*T&C Apply


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thinkbridge**Annexure-II: Documentation**

Please bring the original and scanned copies of the following documents on the day of your joining:

- ☐ Address Proof (e.g., Driving License/Voter ID/Aadhaar card etc.)
- ☐ PAN Card
- ☐ Passport size photograph
- ☐ Highest Qualification of Education Certificate
- ☐ Experience Letter/ Relieving Letter from the previous employer (if applicable)
- ☐ Copy of your last drawn salary slip (if applicable)
- ☐ Passport (if applicable)


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Annexure- III: Behavior Expectations

As a thinkbridge Member of Technical Staff, you are expected to exhibit these behaviors.

- Proficient in at least one web application programming language ecosystem. (C#, Python, Java, JavaScript / Typescript)
- Zero Tardiness.
- Build Complete, Concise, Clean and Organized Software focused on Understandability.\
- 80% Estimation Accuracy.
- 80% Unit Testing Code Coverage.

Required Reading:

- Clean Code.
- Don't make me think.
- Unit Testing Principles, Practices, and Patterns

30 DayReview:


1. Always Ontime for Everything
2. 70% Estimation Accuracy
3. 75% Code Coverage on Unit Testing
4. Synopsis of the book "Code: The Hidden Language of Computer Hardware and Software".
5. Excellent Contribution to the Production Software.

60 DayReview:

1. 80% Estimation Accuracy
2. 80% Code Coverage on Unit Testing
3. Synopsis of the book "Don't Make Me Think"

90 DayReview:

1. Synopsis of the book "Unit Testing Principles, Practices, and Patterns".


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NOVEMBER 2019

JIBIN JOY**DEPT OF MCA
RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY**

Dear JIBIN JOY

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

Position

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

Probation

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

Compensation

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

Confidentiality and Non Disclosure

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

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Cherry - 607 402.

AVA Software Pvt. Ltd.,
Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130
Website: <http://www.avasoft.com>





Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The company will provide insurance coverage with a sum assured of Rs. 3,00,000/- per annum per individual as specified in the policy. Additionally, employees have the option to extend this coverage to their parents, spouse, and up to two children at the negotiated AVASOFT prices, with a sum assured of INR 300,000 per individual annually. The entire premium amount of parents, spouse and children will be

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deducted from the employee's net salary on a monthly basis. Further details will be provided during the onboarding process.

- i. In the event that an employee claims insurance but leaves the company before the policy term is completed, the outstanding premium amount must be settled during the exit process and the insurance coverage will be considered void post the exit process.
- ii. If benefits were not utilized during the employment tenure and the employee leaves before the policy term concludes, the insurance coverage will be considered void, and no payment will be required.

Visa

Any employee, having initially demonstrated their interest and enrolled in any type of visa application procedure and later communicates their intent to withdraw from said process, concerned individual shall bear financial liability for all pertinent costs borne by the company. These costs shall encompass not solely the expenditures associated with the visa application and processing, but shall additionally extend to cover transit expenses. The financial obligation further includes the comprehensive assessment of the efforts and time invested by company resources in managing and facilitating the visa process, thereby quantifying the damages caused.

Termination & Recovery

- i. The Company may terminate this contract and the Employee's employment at any time.
- ii. Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- iii. The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to pay the training cost a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty Thousand only) to the employer.

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AVA Software Pvt. Ltd.,

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Website: <http://www.avasoft.com>





- iv. If an employee resigns from the company or is demoted from their current position within six months of receiving a salary hike, the company reserves the right to reverse the salary adjustment. The decision to reverse the salary will be at the discretion of the company and will be communicated to the affected employee in writing. All salary modifications are subject to the discretion of the company.
- v. Any employee, in compliance with company regulations, who utilizes a certification granted by the organization for client-related activities is hereby prohibited from voluntarily terminating their employment for a specified duration of one year, commencing from the initiation date of the aforementioned certification. Should an employee resign due to an emergency, with approval from the management, they will have to pay for any certification cost paid by the company.
- vi. If the employer decides in terminating employee under Attitude/Performance issues they will be put through Performance Improvement Plan [PIP] for 30 days. If the employee fails to perform during the PIP, they will be liable to pay the training cost of Rs 1.5 Lakhs. Waiver of this clause is purely at the Company's sole discretion.
- vii. In case of any conversation/details violating company policy found in any electronic devices held by the employee will be confiscated for legal proceedings.
- viii. Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.
- ix. In case wherein the employee resigns within 2 years after receiving retention bonus they will have to repay the cost to the company.
- x. In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

- (a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

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(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The employee must serve the notice period fully/partially even after their agreement period or internship is completed if they are allocated in client projects. The waiver of notice period fully or partially during the internship/employment is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities(including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

Professional Ethics:

As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty , at any point of time , of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict

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confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

Dispute

Any dispute that arises between parties will be subjected to exclusive jurisdiction of courts in Chennai alone.

Declaration

During Onboarding you will be expected to sign & agree the 'Employment Service Agreement' documents with us which will outline the terms and conditions of the organisation. Failing which, this Offer Letter stands void/invalid.

Sincerely,

Anthea Vicky

Human Resources

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Compensation Break Up		
Name	JIBIN JOY	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowance	1250	15000
Conveyance	1600	19200
Leave Travel Allowance	1300	15600
Other Allowance	4883	58600
Total of B	9033	108400
C – Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
D-Benefits		
Benefits	8333	100000
Total of D	8333	100000
Total (A+B+C+D)	41666	500000

For AVA SOFTWARE Pvt. Ltd.,

Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,

CANDIDATE

Trainee Engineer

Dr. E. VIJAYAKRISHNA RAPAKA
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.J.I.P.E., M.C.S.J M.C.I.I.,
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AVA Software Pvt. Ltd.,

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Website: <http://www.avasoft.com>

Duru Cooperation

Date: 06-05-2019

Email Id: madhumitha1498@gmail.com

Dear **MADHUMITHA.R**

Sub: Letter of Offer

We are pleased to offer you a position of a "Test Engineer" in our Company on a contract basis from July 27, 2019 to June 30, 2020 which may be extended further.

Your compensation & benefits are as per Annexure A attached herewith. Your salary is strictly confidential.

You will be eligible for benefits/statutory contributions as per the Company's policies, i.e., PF Employer contributions as per Employee's Provident Scheme, 1952, ESI (If applicable) as per Employee State Insurance Act 1948.

Your services may be terminated at any time by giving 60 days' notice, by either side. The period of such notice is to be counted from the day such notice is received. In the event of your resigning from the Company's services without giving 60 days' notice, you are bound to pay your two-month's basic salary to the Company. However, the Company, in its sole discretion, may relieve you earlier than the date requested by you.

We look forward to having you on board and the significant contribution you will make to the continued success of Duru Cooperation Private Limited. Please acknowledge your acceptance of this offer by signing a duplicate copy of this letter.

Regards & Best Wishes,


For Duru Cooperation Private Limited



Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name **MADHUMITHA.R**



Dr. E. VISAYAKRISHNA RAPA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.Sc.T.E., F.I.I.P.E., M.C.S.I. M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Porid - Cuddalore Main Road,
Kannampakkam, Puducherry - 607 402
Duru Cooperation Private Limited

Tel (IND) +91-80-2545-4006, (KOR) +82-70-8065-3163 / Fax (IND) +91-80-4370-4311 | info@duruper.com

No. 421, 4th & 5th Floor, 5th Main Rd, HRBR Layout, 2nd Block, Kalyan Nagar, Bangalore, Karnataka- 560043 | CIN: U74999KA2017PTC06639 | GSTIN: 29AAGCD3648A1ZT

Duru Cooperation

Date: 06-05-2019

Email Id: madhumitha1498@gmail.com

Dear **MADHUMITHA.R**

This is with reference to the letter of offer made by us dated 3rd May 2023.

You are being deputed to work with our client, M/s. LG Soft India at Bangalore till further notice from us. Please find the details below.

Contact Person: **Ms. Saili Naik**

Address:

M/s. LG Soft India Private Limited
Embassy Tech Square,
Marathahalli-Sarjapur Outer Ring Road,
Bangalore – 560103.
Ph: 080-6615 5020

Please acknowledge your acceptance by signing the duplicate copy of this letter.

Regards & Best Wishes,


For Duru Cooperation Private Limited



Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name **MADHUMITHA.R**


Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D.
M.I.S.T.E., F.I.I.P.E., M.C.B., M.C.E.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology,
Pondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 605 402



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Tel (IND) +91-80-2545-4005, (KOR) +82-70-8065-3163 / Fax(IND) +91-80-4370-4311 | info@duruper.com

No. 421, 4th & 5th Floor, 5th Main Rd, HRBR Layout, 2nd Block, Kalyan Nagar, Bangalore, Karnataka-560043 | CIN: U74999KA2017PTC106639 | GSTIN: 29AAGCD3648A1ZT

ANNEXURE – A

Employee Name	MADHUMITHA.R
Designation	Test Engineer
Team	LGSIA.TV QE
I. Compensation Components	Amount (INR)
Basic	16,858
HRA	6,743
Special	6,625
Monthly Gross	30,226
Annualized Monthly Gross	362,717
Company's contribution to PF (Annual)	21,600
II. Annual Gross	384,317
III. Welfare Benefits	Amount
Birthday & Diwali Gifts per annum	5,000
Meal Vouchers per annum	26,400
Total Welfare Benefits	31,400
CTC (II+III) Total Annual Compensation	415,717

※ Income tax deduction will be as per the slab defined under the Income tax department.

Leave & Other benefits are as follows:

- Leave Entitlement of 24 days for the contractual period on a pro-rata as applicable. Earned Leave maximum 12 days (50% must avail, 50% encashable if not used at the end of contractual assignment) & Other Leave maximum 12 days (not encashable) if served full contractual assignment or pro data as applicable. No Leave is to be carried forward at the end of the contractual assignment.
- Other Miscellaneous leave as per Company Policy.
- Group Medical Insurance as per Company Policy.

Dr. E. VIJAYAKRISHNA RAKA
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.
PRINCIPAL
 Saijy Gandhi College of Engineering & Technology
 Pandy - Chidambore Main Road,
 Kurnool, Andhra Pradesh - 521 002



Duru Cooperation Private Limited - Main Road,
 Pandy - Chidambore Main Road,
 Kurnool, Andhra Pradesh - 521 002

Tel (IND) +91-80-2545-4006, (KOR) +82-70-3055-3163 / Fax (IND) +91-80-2545-4007, 4008



15-May-2019

Puducherry

Dear **MADHURABASHINI.B**

Congratulations!!!

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

We are pleased to extend an offer of employment as; **Executive - Customer Care** with CMA CGM Shared Service Centre (India) Pvt. Ltd.

1. **Cost to Company (CTC):** Your total CTC will be **Rs. 219996/- P.A.** detailed in the enclosed Annexure - I. This will be the cost to company (CTC) including all the components of the salary and subject to Income Tax as applicable.
2. **Joining:** You will be joining us on or before **24-May-2019 at 9:30 AM.**
3. **Location:** Your place of posting will be **Chennai 1 - AMBIT.** However based on the organisational requirements, at any time, during your service with the company, you are liable to be transferred to another location anywhere in India or abroad. In the event of such transfer, you shall be governed by and shall be subject to the rules and regulations of the business unit & location you are posted at.
4. **Appointment letter:** You will be given a detailed appointment letter with specific terms and conditions of employment at the time of joining.
5. This offer of employment is conditional and subject to you clearing the **Reference Check.** If we have reasons to believe that you have not discontinued your previous employment contract (if any) and CCSSC finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Further the duration or period of your work in CCSSC shall be treated null and void ab Initio.
6. This offer of employment is contingent upon passing the **Medical Examination Procedure** scheduled by CCSSC and upon receipt of Report by CCSSC HR department on being medically fit for appointment.

Dr. E. VISAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT) (2003)
M.S.T.E., F.I.M.P.E., M.C.S. (Mgmt.)
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Kudamampakkam,
Chennai - 600 002

CMA CGM SHARED SERVICE CENTRE (INDIA) PVT. LTD.
Subsidiary of CMA CGM S.A France
Chennai: Regl. / Corporate Office: 6th Floor, Ambit IT Park, 32 A&B, Ambatur Industrial Estate, Ambatur, Chennai - 600 093
Mumbai: Regl. / 3rd Floor, D-3, Kalpataru Prime, Road No. 16, Wagle Industrial Estate, Panchgokhadi Village, Thane West - 400 601, Maharashtra, India. Tel: +91-22-47231000
Mumbai-Airli (SEZ): Unit No. 1201, 12th Floor, Building No. 4, Gigaplex Estate-SEZ, Airli Knowledge Park, TTC Industrial Area, Noida West, Navi Mumbai - 400 602, Maharashtra, India. Tel: +91-22-60165000
CDN : U63090TN2005PTC092390 | www.cma-cgm.com



7. The detailed Compensation Structure applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company. The company shall view any breach of confidentiality with utmost seriousness.
8. We have a corporate tie-up with HDFC Bank for salary accounts. Please acknowledge that the said bank has not identified you as a defaulter and if you have been identified as one, please specify any such previous instance to the HR department. In the event that you have provided us incomplete / inaccurate details, this offer will be treated as null & void with retrospective effect.
9. As a part of our procedure, you are requested to furnish the following testimonials in original along with one set of photocopy. The original documents will be returned after verifying the photocopies, on your date of joining.
 - a. Academic qualification certificates. (SSLC to the highest qualification)
 - b. Relieving letter of your previous employer.
 - c. Age Proof / Date of Birth Certificate.
 - d. Seven passport sized colour photographs with white background.
 - e. Form 16/ Provisional Tax certificate.
 - f. Last 3 months salary slips from the last employer.
 - g. Experience & salary certificates of your previous employers, including the immediate past employer.
 - h. Copy of Passport and an Address proof
 - i. PAN Card (In case the PAN Card is not available, please carry the acknowledgement of the application for PAN card submitted to the Income tax Authorities – MANDATORY)

Please return the duplicate copy of this offer letter duly signed as an acknowledgement and acceptance of the offer on or before **18-May-23** failing which this offer shall stand withdrawn. We look forward to having you on board.

For CMA CGM Shared Service Centre (India) Pvt. Ltd.

Arunshankar S
General Manager - Human Resources

Dr. E. JAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT) Madras
M.S.T.E., F.I.I.P.E., M.C.S.I.M.C.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402



CMA CGM SHARED SERVICE CENTRE (INDIA) PVT. LTD.

Subsidiary of CMA CGM S.A France

Chennai: Regd. / Corporate Office: 4th Floor, Ambit IT Park, 32 A&B, Ambattur Industrial Estate, Chennai-600 058, Tamilnadu, India. Tel : +91-44-49531553

Mumbai-Delhi: 3rd Floor, D-3, Kalpataru Prime, Road No. 16, Wagle Industrial Estate, Pimpri-Chinchwad Village, Thane West-400 604, Maharashtra, India. Tel : +91-22-49333600

Mumbai-Airli (SEZ): Unit No. 1201, 12th Floor, Building No. 4, Gigaplex Estate-SEZ, Airli Knowledge Park, TTC Industrial Area, Airli West, Navi Mumbai-400 705, Maharashtra, India. Tel : +91-22-64385600

CIN : U63090TN2003PTC092190 | www.cma-cgm.com



Annexure-1
Compensation Sheet


Name: MADHURABASHINI.B


15-May-2019

COMPONENTS		P.M (₹)	P.A. (₹)
Salary Components	Basic	9500	114000
	HRA	4,750	57000
	Special Allowance	1361	16332
	Bonus/ Ex-Gratia	791	9492
Sub-Total (A)		16402	196824
Employer Statutory Contribution	Provident Fund	1398	16776
	ESIC	533	6396
Sub-Total (B)		1931	23172
Summary	Total Cost to Company (A+B)	18333	219996
	Gross (Pre-Tax)	16402	196824
	Indicative Net Take-home (Pre-tax)	14881	178572

Description and Broad Guidelines Applicable for all Compensation Related Items	
Salary Components	<ul style="list-style-type: none"> All components will be paid as part of monthly salary subject to appropriate deductions including income tax, Profession Tax, employee contribution of PF /ESI. Employees can claim appropriate tax exemptions by submitting valid investment proof Annual Bonus / Ex-gratia (as per Payment of Bonus Act) determined at the rate of 8.33% on basic, is paid on a monthly basis.
Other benefits	<ul style="list-style-type: none"> Gratuity is payable based on eligibility as per statutory norms In addition to your compensation as detailed above, you are entitled to avail company provided benefits on Transportation, Medical Insurance and Accident Insurance as per the company policy Entitlement of Meal coupons is as per company policy

For CMA CGM Shared Service Centre (India) Pvt. Ltd.


Arunshankar S
General Manager - Human Resources


Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (VLSI), Ph.D. (Electronics)
Principal
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Road
Kirimampakkam, Puducherry 607 - 005





+91 9940710411

contact@hattussa.com

47, 6th Cross St, Kumaran Nagar Extn.
Lawspet, Puducherry 605008

MARCH 2019

Dear MANIKANDAN.S

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.


Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

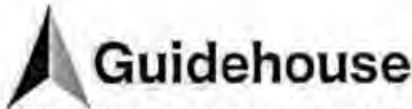
Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry-605008.

G. K. K. K.


Dr. E. VIJAYAKRISHNA RAPA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Guddalore Main Road,
Kirimampakkam, Puducherry - 607 402.





GUIDEHOUSE INDIA PRIVATE LIMITED
(Formerly Navigant BPM (India) Private Limited)

CIN No: U74999KL2004PTCO16993

Regd. Office 3rd Floor, Bhavani Building, Phase 1, Technopark, Trivandrum-695581, Kerala, India Phone: +91-471-2700680

RC:SH010070020480

18-Mar-23

Letter of Appointment

Dear **MOHAMMED ITHRESS AHAMED.J**
Employee ID : 314793

With reference to your application and subsequent discussion / Offer of appointment with us, we are pleased to inform you that you are hereby appointed as **Junior Associate AR** in the **EBO Physician** department of our organization as per the terms and conditions discussed and agreed upon as under:

1. DATE OF APPOINTMENT

This appointment is effective from "19-Mar-2019" the date of your joining our Organization.

2. SALARY

Your salary and other emoluments would be as per the offer letter.

3. TIMINGS

You will be required to work for any stipulated shift as the Company may direct.

4. PLACEMENT

You will be on the regular rolls of the Company. You will be required to work at our office in Trivandrum or such other locations as the Company may direct.

5. PROVIDENT FUND

You will take part in the Provident Fund Scheme as applicable to your category of employees.

6. PROBATION PERIOD

You will be under probation for a period of **Six Months** from the day you report for duty and the said period can be extended by another three months. On the expiry of the period of probation or extended period of probation, if you are not confirmed in writing, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing, you shall not deem to be permanent.

Regd. Office 3rd Floor, Bhavani Building, Phase 1, Technopark, Trivandrum-695581, Kerala, India Phone: +91-471-2700680

7. SALARY REVIEW

Your Salary will be reviewed annually as per Company Policy. Your increments and promotions in the grade are discretionary and will be subject to the effectiveness of your performance and the corresponding results during the period.

8. LEAVE

You will be entitled to Privilege, Sick Leave as applicable to your category of employees as per the Company Leave Policy.

9. OTHER EMPLOYMENT

Your position is a whole time employment with the Company. While you are in the service of the Company, you are not permitted to engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation with or without remuneration other than that of the Company. You will also not undertake or be interested either directly or indirectly in any activities which are contrary to or inconsistent with your application to the Company or Company's interest. You shall devote yourself exclusively to the business of the Company. Any breach of this condition on your part will lead to termination of your employment with the Company.

10. TRANSFER

You are liable to be transferred in such capacity as the Company may FROM time to time determine to any other location, department, branch of the company or subsidiary associate or affiliate of the company. In such cases you will be governed by the terms and conditions of service applicable to the new assignment.

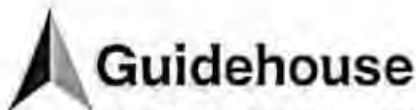
11. CONFIDENTIAL INFORMATION

In the performance of your duties you will come to possess information connected with operations of technical work, market, financial and other matters relating to Company's business. All such information shall be held in strict confidence and it shall not be divulged to outsiders during your services with the Company AND thereafter. You will not at any time disclose or divulge or make public except on legal obligations any information regarding the Company's affairs or administration or research carried out whether the same may be confided to you or became known to you in the course of your service or otherwise.

12. PROTECTION OF INTEREST

If you conceive any new or advanced methods or improving processes/formulae/systems in relation to the operation of the company, such developments will be fully communicated to the company and will remain the sole right/property of the Company.

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.A.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
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GUIDEHOUSE INDIA PRIVATE LIMITED
(Formerly Navigant BPM (India) Private Limited)

CIN No: U74999KL2004PTCO16993

Regd. Office 3rd Floor, Bhavani Building, Phase 1, Technopark, Trivandrum-695581, Kerala, India Phone: +91-471-2700680

13. PAST RECORD

If it is found that any information furnished by you to the Company in the application or during the course of interview or service is false or if you are found to have willfully suppressed any material information you are liable to be removed from service without any notice.

14. BACKGROUND VERIFICATION

Your employment under this Letter of Appointment is conditioned upon satisfactory verification of criminal, education and/or employment background. If any information relating to your suitability for employment you provided to the Company in the course of applying for employment is materially false or misleading, the Company shall be entitled to initiate necessary actions including termination of your employment summarily by written notice and without any payment in lieu of notice."

15. NOTICE PERIOD

Your service is terminable by giving 1 month prior notice during Probationary Period and 2 month notice thereafter. The company is not bound to give any reason thereof and reserves the right to pay or recover salary in lieu of notice period. The Employee shall not resign from the company without notice and agrees to the above said notice before such resignation.

16. ON SEPARATION

On acceptance of the separation notice, you will immediately give up to the company before you are relieved, all correspondence specifications, formulae, books, documents, cost data, literature, drawings, effects etc. & shall not make or retain any copies of these items. The process of handover should be of utmost transparency with mandatory recording of the documents handed over and the person to whom the same is given to.

17. NO OBJECTION

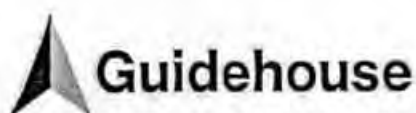
You are not supposed to join the services of any company or organization belonging to the Technopark community within a period of one year of quitting the services of Guidehouse India Private Limited without obtaining a No Objection certificate.

18. COMMUNICATION

You shall communicate to the Company any change in your address as well as personal status. All communications sent to you in the normal course to the address given by you is deemed to have been received by you

19. DISPUTES

Any dispute arising out of and or related to your employment with the Company shall be subject to Trivandrum jurisdiction only.



GUIDEHOUSE INDIA PRIVATE LIMITED
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20. COMPANY POLICY TO GOVERN EMPLOYMENT

In case any of the clause or clauses of this appointment order becomes invalid or be so judged, the remaining clauses shall be deemed severable and shall remain in full force and effect. The terms and conditions of this employment are subject to Company policy, which may be changed from time to time.

Please confirm that the above terms are acceptable to you and you are requested to accept the appointment by signing a copy of this letter of appointment.

For Guidehouse India Private Limited

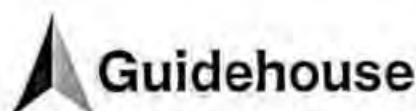
Saji Zacharia
Director-HR

I have carefully read and understood the order of appointment including the terms and conditions of employment prescribed herein and by my signature below acknowledge, unconditionally accept and agree to abide by the appointment order without any reservations whatsoever.

Employee Signature


Dr. E. VIJAYAKRISHNA RAPA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Fondy - Cuddalore Main Road,
Kirimampakkam, Puducherry - 607 402.






GUIDEHOUSE INDIA PRIVATE LIMITED
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CIN No: U74999KL2004PTCO16993

Regd. Office 3rd Floor, Bhavani Building, Phase 1, Technopark, Trivandrum-695581, Kerala, India Phone: +91-471-2700680

Compensation and Benefits of Riyasen V			
Annexure 1			
Name	MOHAMMED ITHRESS AHAMED.J	D.O.J.	16-Mar-23
Designation	Junior Associate AR	Location	Chennai
FIXED SALARY (Part A)		Per Month (INR)	Per Annum (INR)
Basic*		15,000	180,000
Children Education/ Hostel Allowance		800	9,600
HRA		6,000	72,000
Special Allowance		3,141	37,692
Total Fixed Salary		24,941	299,292
STATUTORY BENEFITS (Part B)			
P.F. (Employer's Contribution)		1,800	21,600
EDLI (Employer's Contribution)		75	900
Medical Insurance/ESIC		300	3,600
LWF (Employer's Contribution)		4	48
Statutory Bonus/Bonus*		2,159	25,908
Gratuity Accrual (As per statute)**		721	8,652
Total Statutory Benefits		5,059	60,708
Cost to Company (CTC) (Part A+B)		30,000	360,000
PS: Confidential; not to be discussed with anyone except immediate superiors, HR and Finance Officials of Guidehouse India Private Limited.			
For Guidehouse India Private Limited			Accepted
 Saji Zacharia Director - HR			Signature

*Basic and Statutory Bonus are subject to changes based on minimum wage changes, as and when announced.

**Gratuity is an accrual. You will be eligible to receive the gratuity accrual only after completing your five (5) year anniversary of service and upon retirement, resignation, or termination. If period of service is less than 5 years, the same will be forfeited.

***You are eligible for Night Shift Allowance of Rs. 150 per day, applicable only if worked on night shifts and the maximum amount will be Rs 3,300.

Dr. E. VIJAYAKRISHNA RAPAKA

B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.

PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

www.Guidehouse.com



Date: 15-04-2019

Dear MYTHIL.D

Sub: Intent Offer of Employment

With reference to the technical interview, you had with us and our subsequent discussions, we are pleased to offer you the position of **Trainee Recruiter** at our Urapakkam, Chennai office. Your Annual Salary will be **Rs.4,93,392 Per Annum (Four Lakh Ninety Three Thousand Three Hundred and Ninety Two Only)**. During the training period stipend amount will be **Rs.11,250 (Eleven Thousand Two Hundred and Fifty Only)**. And the joining date will be **October 04, 2019**. The terms of this offer are as follows:

1. **Probation Period:** You will be on **One month Training Period and 3 Month Probation period** from the date of your joining. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation –** You agree that the term of this Agreement shall be a Minimum of Twelve Months (One Year) of employment with DevCare Solutions Pvt Ltd. If you fail to complete Twelve Months (One Year) with DevCare Solutions Pvt Ltd and 3-months' Notice Period, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

The variable amount will may differ in the pay structure. Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions Pvt Ltd and wish you a successful career with us.

Sincerely,

Accepted

R. Janakiram

R. Janakiram

Senior Manager-Operations

[Signature]
E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.T.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

Signature

579 Executive Campus Dr, Suite 370,
Westerville, OH-43082 – USA
Tel :614-221-2277

4, Ram Complex, Padasalai Street,
Urapakkam, Chennai-603210 -India
Tel: 044-47431394

ANNEXURE
SALARY BREAK UP DETAILS

Particulars	Month	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	3,750	45,000
Medical Allowance	3,250	39,000
Special Allowance	4,500	54,000
Other Allowance	3,500	42,000
Gross A	25,000	3,00,000
PF Employee contribution	1,800	21,600
Health/ESI	0	0
Other Deductions (Loans)	0	0
LOP	0	0
TDS	0	0
Total Deduction	1,800	21,600
Net Salary B (A-B)	23,200	2,78,400
Employees Welfare Benefits		
PF Employer contribution	1,950	23,400
Medical Insurance	458	5,496
Life Insurance	208	2,496
Gratuity	0	0
Other Benefits		
Holiday Bonus	500	6,000
Vaishnavi Scheme	0	0
Marriage Benefits	1,250	15,000
Child Education	0	0
Training /Certification/Higher Education Benefits	1,250	15,000
Pillar club/Own house Benefits	0	0
Salary /Target Bonus (Variable)	0	0
Incentive Benefits (Variable)	5,000	60,000
Royalty Benefits (Variable)	0	0
Food	3,000	36,000
CAB /Petrol Allowances	2,500	30,000
Total	16,116	1,93,392
CTC C (A+C)	41,116	4,93,392

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.L.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 605 402

579 Executive Campus Dr, Suite 370
Westerville, OH-43082 – USA
Tel :614-221-2277

Ram Complex, Padasalai Street,
Urapakkam, Chennai-603210 -India
Tel: 044-47431394



Duru Cooperation

Date: 06-05-2019

Email Id: preethika13@gmail.com

Dear **PREETHIKA.R**

Sub: Letter of Offer

We are pleased to offer you a position of a "Test Engineer" in our Company on a contract basis from July 27, 2019 to June 30, 2019 which may be extended further.

Your compensation & benefits are as per Annexure A attached herewith. Your salary is strictly confidential.

You will be eligible for benefits/statutory contributions as per the Company's policies, i.e., PF Employer contributions as per Employee's Provident Scheme, 1952, ESI (If applicable) as per Employee State Insurance Act 1948.

Your services may be terminated at any time by giving 60 days' notice, by either side. The period of such notice is to be counted from the day such notice is received. In the event of your resigning from the Company's services without giving 60 days' notice, you are bound to pay your two-month's basic salary to the Company. However, the Company, in its sole discretion, may relieve you earlier than the date requested by you.

We look forward to having you on board and the significant contribution you will make to the continued success of Duru Cooperation Private Limited. Please acknowledge your acceptance of this offer by signing a duplicate copy of this letter.


Regards & Best Wishes,

For Duru Cooperation Private Limited


Yongjoo Yoo
Chief Executive Officer



The above terms and conditions are accepted by


Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.A.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

Name PREETHIKA.R



Duru Cooperation Private Limited

Tel (IND) +91-80-2545-4006, (KOR) +82-70-8065-3163 / Fax (IND) +91-80-4370-4311 | info@duruper.com

No. 421, 4th & 5th Floor, 5th Main Rd, HRBR Layout, 2nd Block, Kalyan Nagar, Bangalore, Karnataka- 560043 | CIN: U74999KA2017PTC106639 | GSTIN: 29AAGCD3648A1ZT

Duru Cooperation

Date: 06-05-2019

Email Id: raja1743@gmail.com

Dear PREETHIKA.R

This is with reference to the letter of offer made by us dated 3rd May 2023.

You are being deputed to work with our client, M/s. LG Soft India at Bangalore till further notice from us. Please find the details below.

Contact Person: Ms. Saili Naik

Address:

M/s. LG Soft India Private Limited
Embassy Tech Square,
Marathahalli-Sarjapur Outer Ring Road,
Bangalore – 560103.
Ph: 080-6615 5020

Please acknowledge your acceptance by signing the duplicate copy of this letter.

Regards & Best Wishes,

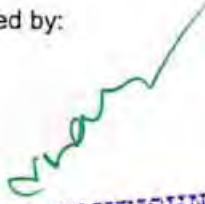
For Duru Cooperation Private Limited



Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name PREETHIKA.R



Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



Duru Cooperation Private Limited

Tel (IND) +91-80-2545-4006, (KOR) +82-70-8065-3163 / Fax(IND) +91-80-4370-4311 | info@duruper.com

No. 421, 4th & 5th Floor, 5th Main Rd, HRBR Layout, 2nd Block, Kalyan Nagar, Bangalore, Karnataka- 560043 | CIN: U74999KA2017PTC106639 | GSTIN: 29AAGCD364BA1ZT

ANNEXURE – A

Employee Name	PREETHIKA.R
Designation	Test Engineer
Team	LGSIA.TV QE
I. Compensation Components	Amount (INR)
Basic	16,858
HRA	6,743
Special	6,625
Monthly Gross	30,226
Annualized Monthly Gross	362,717
Company's contribution to PF (Annual)	21,600
II. Annual Gross	384,317
III. Welfare Benefits	Amount
Birthday & Diwali Gifts per annum	5,000
Meal Vouchers per annum	26,400
Total Welfare Benefits	31,400
CTC (II+III) Total Annual Compensation	415,717

※ Income tax deduction will be as per the slab defined under the Income tax department.

Leave & Other benefits are as follows:

- Leave Entitlement of 24 days for the contractual period on a pro-rata as applicable. Earned Leave maximum 12 days (50% must avail, 50% encashable if not used at the end of contractual assignment) & Other Leave maximum 12 days (not encashable) if served full contractual assignment or pro data as applicable. No Leave is to be carried forward at the end of the contractual assignment.
- Other Miscellaneous leave as per Company Policy.
- Group Medical Insurance as per Company Policy.

Dr. E. VIJAYAKRISHNA RAPAKA
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Duru Cooperation Private Limited
 K. R. Murthy Nagar, Bangalore, India

Tel (IND) +91-80-2545-4006, (KOR) +82-70-8055-1630, Fax (IND) +91-80-2545-4007, Email: info@duru.coop.com

Hello weby



Priyadarshini

SOFTWARE DEVELOPER

ID-666608

one
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.P.E., M.C.S.I, M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Puducherry - 607 402.
Kirumampakkam, Puducherry - 607 402.

#234, First Floor, **Mudaliarpet,**
Puducherry-04. Mob: 99406 32214





+91 9940710411

contact@hattussa.com

47, 6th Cross St, Kumaran Nagar Extn,
Lawspet, Puducherry 605008

MARCH 2019

Dear **PUSHPARAJ.G**

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry-605008.

Gr. Kethy

[Signature]
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.



Letter of Intent

Ref: CDSPL/INT /2023

Date: 06-01-2019

Dear **RAMKUMAR.R**

We are thrilled to extend an offer for the Java Developer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,

HEMALATHA.G

HUMAN RESOURCE MANAGER

E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.J.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

☎ +914429878197

✉ info@coapps.ai

🌐 www.coapps.ai



15-May-2019

RANGANAYAKI M
Puducherry

Dear **RANGANAYAKI.M,**

Congratulations!!!

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

We are pleased to extend an offer of employment as; **Executive - Customer Care** with CMA CGM Shared Service Centre (India) Pvt. Ltd.

1. **Cost to Company (CTC):** Your total CTC will be **Rs. 219996/- P.A.** detailed in the enclosed Annexure - I. This will be the cost to company (CTC) including all the components of the salary and subject to Income Tax as applicable.
2. **Joining:** You will be joining us on or before **24-May-2019 at 9:30 AM.**
3. **Location:** Your place of posting will be **Chennai 1 - AMBIT.** However based on the organisational requirements, at any time, during your service with the company, you are liable to be transferred to another location anywhere in India or abroad. In the event of such transfer, you shall be governed by and shall be subject to the rules and regulations of the business unit & location you are posted at.
4. **Appointment letter:** You will be given a detailed appointment letter with specific terms and conditions of employment at the time of joining.
5. This offer of employment is conditional and subject to you clearing the **Reference Check.** If we have reasons to believe that you have not discontinued your previous employment contract (if any) and CCSSC finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Further the duration or period of your work in CCSSC shall be treated null and void ab Initio.
6. This offer of employment is contingent upon passing the **Medical Examination Procedure** scheduled by CCSSC and upon receipt of Report by CCSSC HR department on being medically fit for appointment.

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
PRINCIPAL
Sri. Sandhi College of Engineering & Technology
Randy, Cuddalore Main Road,
Kirumampakkam, Puducherry - 697 402





7. The detailed Compensation Structure applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company. The company shall view any breach of confidentiality with utmost seriousness.
8. We have a corporate tie-up with HDFC Bank for salary accounts. Please acknowledge that the said bank has not identified you as a defaulter and if you have been identified as one, please specify any such previous instance to the HR department. In the event that you have provided us incomplete / inaccurate details, this offer will be treated as null & void with retrospective effect.
9. As a part of our procedure, you are requested to furnish the following testimonials in original along with one set of photocopy. The original documents will be returned after verifying the photocopies, on your date of joining.
 - a. Academic qualification certificates. (SSLC to the highest qualification)
 - b. Relieving letter of your previous employer.
 - c. Age Proof / Date of Birth Certificate.
 - d. Seven passport sized colour photographs with white background.
 - e. Form 16/ Provisional Tax certificate.
 - f. Last 3 months salary slips from the last employer.
Experience & salary certificates of your previous employers, including the immediate past employer.
 - g. Copy of Passport and an Address proof
 - h. PAN Card (In case the PAN Card is not available, please carry the acknowledgement of the application for PAN card submitted to the Income tax Authorities – MANDATORY)

Please return the duplicate copy of this offer letter duly signed as an acknowledgement and acceptance of the offer on or before **18-May-23** failing which this offer shall stand withdrawn. We look forward to having you on board.

For CMA CGM Shared Service Centre (India) Pvt. Ltd.

Arunshankar S
General Manager - Human Resources

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mach.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Guddalore Main Road,
Kumampakkam, Puducherry - 607 402



CMA CGM SHARED SERVICE CENTRE (INDIA) PVT. LTD.
Subsidiary of CMA CGM S.A France
Chennai: Regd. / Corporate Office: 4th Floor, Ambit IT Park, 32 A&B, Ambattur Industrial Estate, Chennai-600 058, Tamilnadu, India. Tel: +91-44-49531553
Mumbai-Direct: 3rd Floor, D-3, Kalpataru Prime, Road No. 16, Wagle Industrial Estate, Panchpokhadi Village, Thane West-400 604, Maharashtra, India. Tel: +91-22-49355600
Mumbai-Air6 (SEZ): Unit No. J201, 12th Floor, Building No. 4, Cactusplex Estate-SEZ, Airoli Knowledge Park, TTC Industrial Area, Airoli West, Navi Mumbai-400 709, Maharashtra, India. Tel: +91-22-68385600
CIN: U63090TN2003PTC092190 | www.cma-cgm.com



Annexure-1
Compensation Sheet

Name: RANGANAYAKI.M


15-May-2019


	COMPONENTS	P.M (₹)	P.A. (₹)
Salary Components	Basic	9500	114000
	HRA	4,750	57000
	Special Allowance	1361	16332
	Bonus/ Ex-Gratia	791	9492
Sub-Total (A)		16402	196824
Employer Statutory Contribution	Provident Fund	1398	16776
	ESIC	533	6396
Sub-Total (B)		1931	23172

Summary	Total Cost to Company (A+B)	18333	219996
	Gross (Pre-Tax)	16402	196824
	Indicative Net Take-home (Pre-tax)	14881	178572

Description and Broad Guidelines Applicable for all Compensation Related Items	
Salary Components	<ul style="list-style-type: none"> All components will be paid as part of monthly salary subject to appropriate deductions including income tax, Profession Tax, employee contribution of PF /ESI. Employees can claim appropriate tax exemptions by submitting valid investment proof Annual Bonus / Ex-gratia (as per Payment of Bonus Act) determined at the rate of 8.33% on basic, is paid on a monthly basis.
Other benefits	<ul style="list-style-type: none"> Gratuity is payable based on eligibility as per statutory norms In addition to your compensation as detailed above, you are entitled to avail company provided benefits on Transportation, Medical Insurance and Accident Insurance as per the company policy Entitlement of Meal coupons is as per company policy

For CMA CGM Shared Service Centre (India) Pvt. Ltd.


Arunshankar S
General Manager - Human Resources


Dr. E. VINAYAKRISHNA RAPA
B.Tech. (Mech), M.Tech. (Energy), Ph.D. (IT Madras)
M.Sc. Engg., F.I.P.B., M.C.S.I.M.C.I.B.
PRINCIPAL
Rajya Engineering College of Engineering & Technology
Pondy - Guddalore Main Road,
Kiramampakkam, Puducherry - 607 402.

CMA CGM SHARED SERVICE CENTRE (INDIA) PVT. LTD.
Subsidiary of CMA CGM S.A France

Chennai: Regd. / Corporate Office: 4th Floor, Aashir IT Park, 32 A&B, Ambattur Industrial Estate, Chennai-600 054, Tamil Nadu, India. Tel : +91-44-49531555
Mumbai-Thane: 2nd Floor, D-1, Kalpataru Prime, Road No. 16, Wagle Industrial Estate, Panchpakhadi Village, Thane West- 400 604, Maharashtra, India. Tel : +91-22-49153600
Mumbai-Airli (SEZ): Unit No. 1201, 12th Floor, Building No. 4, Gigaplex Estate-SEZ, Airli Knowledge Park, TTC Industrial Area, Airli West, Navi Mumbai-401 708, Maharashtra, India. Tel : +91-22-60385600
CIN : U63090TN2003PTC092390 | www.cma-cgm.com



+91 9940710411

contact@hattussa.com

47, 6th Cross St, Kumaran Nagar Extn,
Lawspet, Puducherry 605008

MARCH 2019

Dear SASI

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry-605008.

G. K. K. K.

E. VIJAYAKRISHNA RAPAKA

B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
PRINCIPAL

Rajiv Gandhi College of Engineering & Technology
Pondy Cuddalore Main Road,
Kandamakkam, Puducherry - 607 402.



www.hattussa.com



SAVITHRI.S
DEPT OF MCA
RAJIV GANDHI COLLEGE OF ENGINEERING AND
TECHNOLOGY

Dear **SAVITHRI.S,**

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

Position

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

Probation

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

Compensation

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

Confidentiality and Non Disclosure

You are required to maintain the highest level of confidentiality regarding the company's affairs. This includes keeping all information, instruments, documents, and any other materials related to the company that you become aware of during your

new
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (U. Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.M.I.C.A.
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology
Pondy - Cuddalore Main Road,
Krumampakkam, Puducherry - 607 402.

AVA Software Pvt. Ltd.,

Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur,
Chennai 600 130

Website: <http://www.avasoft.com>





Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The company will provide insurance coverage with a sum assured of Rs. 3,00,000/- per annum per individual as specified in the policy. Additionally, employees have the option to extend this coverage to their parents, spouse, and up to two children at the negotiated AVASOFT prices, with a sum assured of INR 300,000 per individual annually. The entire premium amount of parents, spouse and children will be

Dr. E. VIJAYAKRISHNA RAO
B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.I.,
PRINCIPAL
Rajiv Gandhi College of Engineering & Technology,
Pondy - Cuddalore Main Road,
Kurunampakkam, Puducherry - 607 402

AVA Software Pvt. Ltd.,
DL), 3rd Floor - Beta Block, Navalur, Chennai 600 130
Website: <http://www.avasoft.com>





deducted from the employee's net salary on a monthly basis. Further details will be provided during the onboarding process.

- i. In the event that an employee claims insurance but leaves the company before the policy term is completed, the outstanding premium amount must be settled during the exit process and the insurance coverage will be considered void post the exit process.
- ii. If benefits were not utilized during the employment tenure and the employee leaves before the policy term concludes, the insurance coverage will be considered void, and no payment will be required.

Visa

Any employee, having initially demonstrated their interest and enrolled in any type of visa application procedure and later communicates their intent to withdraw from said process, concerned individual shall bear financial liability for all pertinent costs borne by the company. These costs shall encompass not solely the expenditures associated with the visa application and processing, but shall additionally extend to cover transit expenses. The financial obligation further includes the comprehensive assessment of the efforts and time invested by company resources in managing and facilitating the visa process, thereby quantifying the damages caused.

Termination & Recovery

- i. The Company may terminate this contract and the Employee's employment at any time.
- ii. Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- iii. The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to pay the training cost a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty Thousand only) to the employer.

AVA Software Pvt. Ltd.,

Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>

E. VIJAYAKRISHNA RAKA
 B.Tech. (Mech.), M.Tech. (Energy), Ph.D. (III Rank)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.I.,
PRINCIPAL
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kurumampakkam, Puducherry - 605 402.





- iv. If an employee resigns from the company or is demoted from their current position within six months of receiving a salary hike, the company reserves the right to reverse the salary adjustment. The decision to reverse the salary will be at the discretion of the company and will be communicated to the affected employee in writing. All salary modifications are subject to the discretion of the company.
- v. Any employee, in compliance with company regulations, who utilizes a certification granted by the organization for client-related activities is hereby prohibited from voluntarily terminating their employment for a specified duration of one year, commencing from the initiation date of the aforementioned certification. Should an employee resign due to an emergency, with approval from the management, they will have to pay for any certification cost paid by the company.
- vi. If the employer decides in terminating employee under Attitude/Performance issues they will be put through Performance Improvement Plan [PIP] for 30 days. If the employee fails to perform during the PIP, they will be liable to pay the training cost of Rs 1.5 Lakhs. Waiver of this clause is purely at the Company's sole discretion.
- vii. In case of any conversation/details violating company policy found in any electronic devices held by the employee will be confiscated for legal proceedings.
- viii. Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.
- ix. In case wherein the employee resigns within 2 years after receiving retention bonus they will have to repay the cost to the company.
- x. In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

- (a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

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 M.I.S.T.E., F.I.I.P.E., M.C.S.I, M.C.I.I.,
PRINCIPAL Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130
 Rajiv Gandhi College of Engineering & Technology
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 Kirumampakkam, Puducherry - 607 402.

AVA Software Pvt. Ltd.,
 Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130
 Website: <http://www.avasoft.com>





(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The employee must serve the notice period fully/partially even after their agreement period or internship is completed if they are allocated in client projects. The waiver of notice period fully or partially during the internship/employment is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

Professional Ethics:

As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict

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confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

Dispute

Any dispute that arises between parties will be subjected to exclusive jurisdiction of courts in Chennai alone.


Declaration

During Onboarding you will be expected to sign & agree the 'Employment Service Agreement' documents with us which will outline the terms and conditions of the organisation. Failing which, this Offer Letter stands void/invalid.

Sincerely,

Anthea Vicky

Human Resources


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Compensation Break Up		
Name	SAVITHRI.S	
A - Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B - Basket of Allowances		
Medical Allowance	1250	15000
Conveyance	1600	19200
Leave Travel Allowance	1300	15600
Other Allowance	4883	58600
Total of B	9033	108400
C - Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
D-Benefits		
Benefits	8333	100000
Total of D	8333	100000
Total (A+B+C+D)	41666	500000

For AVA SOFTWARE Pvt. Ltd.,
Ltd.,

To AVA SOFTWARE Pvt.

S. Anthea Vicky

Anthea Vicky

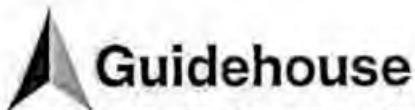
Human Resources

CANDIDATE

Trainee Engineer

swar
Dr. E. VIJAYAKRISHNA RAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I.M.C.I.I.,
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GUIDEHOUSE INDIA PRIVATE LIMITED
(Formerly Navigant BPM (India) Private Limited)

CIN No: U74999KL2004PTCO16993

Regd. Office 3rd Floor, Bhavani Building, Phase 1, Technopark, Trivandrum-695581, Kerala, India Phone: +91-471-2700680

RC:SH010070020480

18-Mar-23

Letter of Appointment

Dear **SIVAKUMAR.S**
Employee ID : 314582

With reference to your application and subsequent discussion / Offer of appointment with us, we are pleased to inform you that you are hereby appointed as **Junior Associate AR** in the **EBO Physician** department of our organization as per the terms and conditions discussed and agreed upon as under:

1. DATE OF APPOINTMENT

This appointment is effective from "19-Mar-2019" the date of your joining our Organization.

2. SALARY

Your salary and other emoluments would be as per the offer letter.

3. TIMINGS

You will be required to work for any stipulated shift as the Company may direct.

4. PLACEMENT

You will be on the regular rolls of the Company. You will be required to work at our office in Trivandrum or such other locations as the Company may direct.

5. PROVIDENT FUND

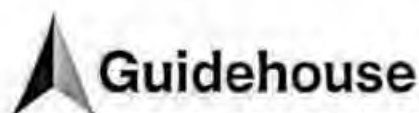
You will take part in the Provident Fund Scheme as applicable to your category of employees.

6. PROBATION PERIOD

You will be under probation for a period of **Six Months** from the day you report for duty and the said period can be extended by another three months. On the expiry of the period of probation or extended period of probation, if you are not confirmed in writing, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing, you shall not deem to be permanent.

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7. SALARY REVIEW

Your Salary will be reviewed annually as per Company Policy. Your increments and promotions in the grade are discretionary and will be subject to the effectiveness of your performance and the corresponding results during the period.

8. LEAVE

You will be entitled to Privilege, Sick Leave as applicable to your category of employees as per the Company Leave Policy.

9. OTHER EMPLOYMENT

Your position is a whole time employment with the Company. While you are in the service of the Company, you are not permitted to engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation with or without remuneration other than that of the Company. You will also not undertake or be interested either directly or indirectly in any activities which are contrary to or inconsistent with your application to the Company or Company's interest. You shall devote yourself exclusively to the business of the Company. Any breach of this condition on your part will lead to termination of your employment with the Company.

10. TRANSFER

You are liable to be transferred in such capacity as the Company may FROM time to time determine to any other location, department, branch of the company or subsidiary associate or affiliate of the company. In such cases you will be governed by the terms and conditions of service applicable to the new assignment.

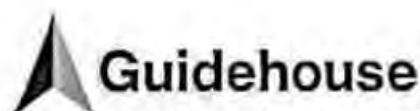
11. CONFIDENTIAL INFORMATION

In the performance of your duties you will come to possess information connected with operations of technical work, market, financial and other matters relating to Company's business. All such information shall be held in strict confidence and it shall not be divulged to outsiders during your services with the Company AND thereafter. You will not at any time disclose or divulge or make public except on legal obligations any information regarding the Company's affairs or administration or research carried out whether the same may be confided to you or became known to you in the course of your service or otherwise.

12. PROTECTION OF INTEREST

If you conceive any new or advanced methods or improving processes/formulae/systems in relation to the operation of the company, such developments will be fully communicated to the company and will remain the sole right/property of the Company.





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13. PAST RECORD

If it is found that any information furnished by you to the Company in the application or during the course of interview or service is false or if you are found to have willfully suppressed any material information you are liable to be removed from service without any notice.

14. BACKGROUND VERIFICATION

Your employment under this Letter of Appointment is conditioned upon satisfactory verification of criminal, education and/or employment background. If any information relating to your suitability for employment you provided to the Company in the course of applying for employment is materially false or misleading, the Company shall be entitled to initiate necessary actions including termination of your employment summarily by written notice and without any payment in lieu of notice."

15. NOTICE PERIOD

Your service is terminable by giving 1 month prior notice during Probationary Period and 2 month notice thereafter. The company is not bound to give any reason thereof and reserves the right to pay or recover salary in lieu of notice period. The Employee shall not resign from the company without notice and agrees to the above said notice before such resignation.

16. ON SEPARATION

On acceptance of the separation notice, you will immediately give up to the company before you are relieved, all correspondence specifications, formulae, books, documents, cost data, literature, drawings, effects etc. & shall not make or retain any copies of these items. The process of handover should be of utmost transparency with mandatory recording of the documents handed over and the person to whom the same is given to.

17. NO OBJECTION

You are not supposed to join the services of any company or organization belonging to the Technopark community within a period of one year of quitting the services of Guidehouse India Private Limited without obtaining a No Objection certificate.

18. COMMUNICATION

You shall communicate to the Company any change in your address as well as personal status. All communications sent to you in the normal course to the address given by you is deemed to have been received by you

19. DISPUTES

Any dispute arising out of and or related to your employment with the Company shall be subject to Trivandrum jurisdiction only.

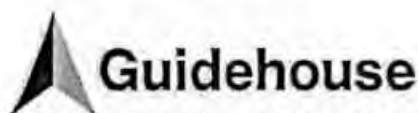
Dr. E. VIJAYAKRISHNA RAPAKA

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20. COMPANY POLICY TO GOVERN EMPLOYMENT

In case any of the clause or clauses of this appointment order becomes invalid or be so judged, the remaining clauses shall be deemed severable and shall remain in full force and effect. The terms and conditions of this employment are subject to Company policy, which may be changed from time to time.

Please confirm that the above terms are acceptable to you and you are requested to accept the appointment by signing a copy of this letter of appointment.

For Guidehouse India Private Limited

Saji Zacharia
Director-HR


I have carefully read and understood the order of appointment including the terms and conditions of employment prescribed herein and by my signature below acknowledge, unconditionally accept and agree to abide by the appointment order without any reservations whatsoever.

Employee Signature

Dr. E. VIJAYAKRISHNA RAPAKA
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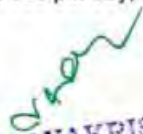
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Compensation and Benefits of Riyasen V			
Annexure 1			
Name	SIVAKUMAR. S	D.O.J.	16-Mar-23
Designation	Junior Associate AR	Location	Chennai
FIXED SALARY (Part A)		Per Month (INR)	Per Annum (INR)
Basic*		15,000	180,000
Children Education/ Hostel Allowance		800	9,600
HRA		6,000	72,000
Special Allowance		3,141	37,692
Total Fixed Salary		24,941	299,292
STATUTORY BENEFITS (Part B)			
P.F. (Employer's Contribution)		1,800	21,600
EDLI (Employer's Contribution)		75	900
Medical Insurance/ESIC		300	3,600
LWF (Employer's Contribution)		4	48
Statutory Bonus/Bonus*		2,159	25,908
Gratuity Accrual (As per statute)**		721	8,652
Total Statutory Benefits		5,059	60,708
Cost to Company (CTC) (Part A+B)		30,000	360,000
PS: Confidential; not to be discussed with anyone except immediate superiors, HR and Finance Officials of Guidehouse India Private Limited.			
For Guidehouse India Private Limited			Accepted
 Saji Zacharia Director - HR			Signature

*Basic and Statutory Bonus are subject to changes based on minimum wage changes, as and when announced.

**Gratuity is an accrual. You will be eligible to receive the gratuity accrual only after completing your five (5) year anniversary of service and upon retirement, resignation, or termination. If period of service is less than 5 years, the same will be forfeited.

***You are eligible for Night Shift Allowance of Rs. 150 per day, applicable only if worked on night shifts and the maximum amount will be Rs 3,300.


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 Jaiw Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road,
 Kurumampakkam, Puducherry - 607 402.

Date: 15-04-2019

Dear **SOWNDARYA.T****Sub: Intent Offer of Employment**

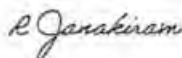
With reference to the technical interview, you had with us and our subsequent discussions, we are pleased to offer you the position of **Trainee Recruiter** at our Urapakkam, Chennai office. Your Annual Salary will be **Rs.4,93,392 Per Annum (Four Lakh Ninety Three Thousand Three Hundred and Ninety Two Only)**. During the training period stipend amount will be **Rs.11,250 (Eleven Thousand Two Hundred and Fifty Only)**. And the joining date will be **October 04, 2019**. The terms of this offer are as follows:

1. **Probation Period:** You will be on **One month Training Period and 3 Month Probation period** from the date of your joining. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation** – You agree that the term of this Agreement shall be a Minimum of Twelve Months (One Year) of employment with DevCare Solutions Pvt Ltd. If you fail to complete Twelve Months (One Year) with DevCare Solutions Pvt Ltd and 3-months' Notice Period, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

The variable amount will may differ in the pay structure. Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions Pvt Ltd and wish you a successful career with us.


Sincerely,

Accepted



R. Janakiram

Senior Manager-Operations



Dr. E. VIJAYAKRISHNA RAPAKA
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Signature

579 Executive Campus Dr, Suite 370,
Westerville, OH-43082 – USA
Tel :614-221-2277

4, Ram Complex, Padasalai Street,
Urapakkam, Chennai-603210 -India
Tel: 044-47431394

ANNEXURE
SALARY BREAK UP DETAILS

Particulars	Month	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	3,750	45,000
Medical Allowance	3,250	39,000
Special Allowance	4,500	54,000
Other Allowance	3,500	42,000
Gross A	25,000	3,00,000
PF Employee contribution	1,800	21,600
Health/ESI	0	0
Other Deductions (Loans)	0	0
LOP	0	0
TDS	0	0
Total Deduction	1,800	21,600
Net Salary B (A-B)	23,200	2,78,400
Employees Welfare Benefits		
PF Employer contribution	1,950	23,400
Medical Insurance	458	5,496
Life Insurance	208	2,496
Gratuity	0	0
Other Benefits		
Holiday Bonus	500	6,000
Vaishnavi Scheme	0	0
Marriage Benefits	1,250	15,000
Child Education	0	0
Training /Certification/Higher Education Benefits	1,250	15,000
Pillar club/Own house Benefits	0	0
Salary /Target Bonus (Variable)	0	0
Incentive Benefits (Variable)	5,000	60,000
Royalty Benefits (Variable)	0	0
Food	3,000	36,000
CAB /Petrol Allowances	2,500	30,000
Total	16,116	1,93,392
CTC C (A+C)	41,116	4,93,392

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Tel :614-221-2277 Kirumampakkam, Puducherry - 605 002 Tel: 044-47431394



NOVEMBER 2019

SRIPRIYANGA.S**DEPT OF MCA
RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY**

Dear SRIPRIYANGA.S

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

Position

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

Probation

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

Compensation

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

Confidentiality and Non Disclosure

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

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Website: <http://www.avasoft.com>





Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours(discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The company will provide insurance coverage with a sum assured of Rs. 3,00,000/- per annum per individual as specified in the policy. Additionally, employees have the option to extend this coverage to their parents, spouse, and up to two children at the negotiated AVASOFT prices, with a sum assured of INR 300,000 per individual annually. The entire premium amount of parents, spouse and children will be

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deducted from the employee's net salary on a monthly basis. Further details will be provided during the onboarding process.

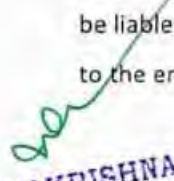
- i. In the event that an employee claims insurance but leaves the company before the policy term is completed, the outstanding premium amount must be settled during the exit process and the insurance coverage will be considered void post the exit process.
- ii. If benefits were not utilized during the employment tenure and the employee leaves before the policy term concludes, the insurance coverage will be considered void, and no payment will be required.

Visa

Any employee, having initially demonstrated their interest and enrolled in any type of visa application procedure and later communicates their intent to withdraw from said process, concerned individual shall bear financial liability for all pertinent costs borne by the company. These costs shall encompass not solely the expenditures associated with the visa application and processing, but shall additionally extend to cover transit expenses. The financial obligation further includes the comprehensive assessment of the efforts and time invested by company resources in managing and facilitating the visa process, thereby quantifying the damages caused.

Termination & Recovery

- i. The Company may terminate this contract and the Employee's employment at any time.
- ii. Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- iii. The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to pay the training cost a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty Thousand only) to the employer.


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Website: <http://www.avasoft.com>





- iv. If an employee resigns from the company or is demoted from their current position within six months of receiving a salary hike, the company reserves the right to reverse the salary adjustment. The decision to reverse the salary will be at the discretion of the company and will be communicated to the affected employee in writing. All salary modifications are subject to the discretion of the company.
- v. Any employee, in compliance with company regulations, who utilizes a certification granted by the organization for client-related activities is hereby prohibited from voluntarily terminating their employment for a specified duration of one year, commencing from the initiation date of the aforementioned certification. Should an employee resign due to an emergency, with approval from the management, they will have to pay for any certification cost paid by the company.
- vi. If the employer decides in terminating employee under Attitude/Performance issues they will be put through Performance Improvement Plan [PIP] for 30 days. If the employee fails to perform during the PIP, they will be liable to pay the training cost of Rs 1.5 Lakhs. Waiver of this clause is purely at the Company's sole discretion.
- vii. In case of any conversation/details violating company policy found in any electronic devices held by the employee will be confiscated for legal proceedings.
- viii. Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.
- ix. In case wherein the employee resigns within 2 years after receiving retention bonus they will have to repay the cost to the company.
- x. In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

- (a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

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(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The employee must serve the notice period fully/partially even after their agreement period or internship is completed if they are allocated in client projects. The waiver of notice period fully or partially during the internship/employment is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

Professional Ethics:

As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict

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confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

Dispute

Any dispute that arises between parties will be subjected to exclusive jurisdiction of courts in Chennai alone.

Declaration

During Onboarding you will be expected to sign & agree the 'Employment Service Agreement' documents with us which will outline the terms and conditions of the organisation. Failing which, this Offer Letter stands void/invalid.

Sincerely,

Anthea Vicky

Human Resources

Dr. E. VIJAYAKRISHNA RAPAKA

B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.T.P.E., M.C.S., M.C.I.T.,

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Arumampakkam, Puducherry - 607 402.





Compensation Break Up		
Name	SRIPRIYANGA.S	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowance	1250	15000
Conveyance	1600	19200
Leave Travel Allowance	1300	15600
Other Allowance	4883	58600
Total of B	9033	108400
C – Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
D-Benefits		
Benefits	8333	100000
Total of D	8333	100000
Total (A+B+C+D)	41666	500000

For AVA SOFTWARE Pvt. Ltd.,

To AVA SOFTWARE Pvt. Ltd.,

Anthea Vicky

Human Resources

CANDIDATE

Trainee Engineer

E. VIJAYAKRISHNA RAPAKA
 B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
 M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
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+91 9940710411

contact@hattussa.com

47, 6th Cross St, Kumaran Nagar Extn,
Lawspet, Puducherry 605008

May 2019

Miss. **SUBANYA.K**
Puducherry.

Dear CHARULATHA,

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry-605008.

G. Kethu

Dr. E. VIJAYAKRISHNA RAPAKA
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March 2019

DEAR SUDAROLI.D

DEPT OF MCA

RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY

Dear SUDAROLI.D,

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

Position

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

Probation

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

Compensation

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

Confidentiality and Non Disclosure

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

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Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours(discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The company will provide insurance coverage with a sum assured of Rs. 3,00,000/- per annum per individual as specified in the policy. Additionally, employees have the option to extend this coverage to their parents, spouse, and up to two children at the negotiated AVASOFT prices, with a sum assured of INR 300,000 per individual annually. The entire premium amount of parents, spouse and children will be

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deducted from the employee's net salary on a monthly basis. Further details will be provided during the onboarding process.

- i. In the event that an employee claims insurance but leaves the company before the policy term is completed, the outstanding premium amount must be settled during the exit process and the insurance coverage will be considered void post the exit process.
- ii. If benefits were not utilized during the employment tenure and the employee leaves before the policy term concludes, the insurance coverage will be considered void, and no payment will be required.

Visa

Any employee, having initially demonstrated their interest and enrolled in any type of visa application procedure and later communicates their intent to withdraw from said process, concerned individual shall bear financial liability for all pertinent costs borne by the company. These costs shall encompass not solely the expenditures associated with the visa application and processing, but shall additionally extend to cover transit expenses. The financial obligation further includes the comprehensive assessment of the efforts and time invested by company resources in managing and facilitating the visa process, thereby quantifying the damages caused.

Termination & Recovery

- i. The Company may terminate this contract and the Employee's employment at any time.
- ii. Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- iii. The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to pay the training cost a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty Thousand only) to the employer.

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- iv. If an employee resigns from the company or is demoted from their current position within six months of receiving a salary hike, the company reserves the right to reverse the salary adjustment. The decision to reverse the salary will be at the discretion of the company and will be communicated to the affected employee in writing. All salary modifications are subject to the discretion of the company.
- v. Any employee, in compliance with company regulations, who utilizes a certification granted by the organization for client-related activities is hereby prohibited from voluntarily terminating their employment for a specified duration of one year, commencing from the initiation date of the aforementioned certification. Should an employee resign due to an emergency, with approval from the management, they will have to pay for any certification cost paid by the company.
- vi. If the employer decides in terminating employee under Attitude/Performance issues they will be put through Performance Improvement Plan [PIP] for 30 days. If the employee fails to perform during the PIP, they will be liable to pay the training cost of Rs 1.5 Lakhs. Waiver of this clause is purely at the Company's sole discretion.
- vii. In case of any conversation/details violating company policy found in any electronic devices held by the employee will be confiscated for legal proceedings.
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- ix. In case wherein the employee resigns within 2 years after receiving retention bonus they will have to repay the cost to the company.
- x. In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

- (a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

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(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The employee must serve the notice period fully/partially even after their agreement period or internship is completed if they are allocated in client projects. The waiver of notice period fully or partially during the internship/employment is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

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The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

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confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

Dispute

Any dispute that arises between parties will be subjected to exclusive jurisdiction of courts in Chennai alone.

Declaration

During Onboarding you will be expected to sign & agree the 'Employment Service Agreement' documents with us which will outline the terms and conditions of the organisation. Failing which, this Offer Letter stands void/invalid.

Sincerely,

Anthea Vicky

Human Resources


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Compensation Break Up		
Name	SUDAROLI.D	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowance	1250	15000
Conveyance	1600	19200
Leave Travel Allowance	1300	15600
Other Allowance	4883	58600
Total of B	9033	108400
C – Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
D-Benefits		
Benefits	8333	100000
Total of D	8333	100000
Total (A+B+C+D)	41666	500000

For AVA SOFTWARE Pvt. Ltd.,

To AVA SOFTWARE Pvt. Ltd.,

Anthea Vicky

CANDIDATE

Human Resources

Trainee Engineer

Dr. E. VIJAYAKRISHNA RAPAKAB.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,**PRINCIPAL**Rajiv Gandhi Collage of Engineering & Technology
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Website: <http://www.avasoft.com>

**OFFER OF EMPLOYMENT - Associate Software Engineer**

27th May 2019

Dear SUMITHRA.K,

Subject: Offer of employment with thinkbridge Software Private Limited

We are delighted to offer you the position of **Associate Software Engineer**. Our interview team was happy with your skills as well as your thoughtful responses to their questions. We also believe that you will be a good cultural fit for our close-knit team.

At thinkbridge, we pride ourselves on helping our customers solve their complex business problems. We believe in delighting our customers through our quality of work, clarity of communication as well as thoughtful solutions with attention to detail.

Your Compensation

While we believe in helping our customers grow, we also firmly believe that it is our people who make this happen for our customers. Our compensation structure is designed to ensure we add the brightest minds to our team who will help elevate our team to the next level. Here are your compensation details:

1. Your annual CTC is ₹ 420,000/- plus benefits. Please refer to Annexure-I that includes a detailed break up of your compensation and benefits. This is subject to revise annually
2. A list of documentation that you must submit is included in Annexure-II. Please ensure that you submit these documents on the day of your joining.

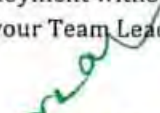
Probationary Period

We think it is prudent to decide the best team, type of work as well as the type of role that you are well suited for. For the same, a Maximum of first three months will be considered as probationary period.

During this period, you will work with an assigned mentor who will provide regular feedback to help you adapt, grow and become successful. Once we decide the fit mutually, you will go on to become a permanent member of the team.

In some cases where it is deemed an absolute mismatch and a mutual disbenefit, employment is discontinued. As per performance, the management reserves the right to extend confirmation in case additional training or evaluation is needed.

The company has every right to terminate employment without pay, in the case you do not show up for two working days in a row, without informing your Team Lead.


E. VIJAYAKRISHNA RAPAKA
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Pondy - Cuddalore Main Road,
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thinkbridge

Work Location

You will be working remotely and might need to come to our Pune office on some occasions for a few days. We believe that remote work is the future of work, and our processes are set up to allow this type of setup to an extent. Our office hours are also flexible and are tuned to match your team and clients' requirements.

Our Culture

1. We deliver technology solutions using a 'BusinessFirst-TechnologySecond' approach.
2. We deliver technology solutions using modern practices with 'users' at the center of it all.
3. We strive to **understand the context** and passion in our client's business before writing a line of code or building a technology solution.
4. **We are not perfect.** We owe up to any of our mistakes and make them right. We learn, iterate, and innovate with you.
5. We believe that we can deliver value through **long-term partnerships** and not short-term projects.
6. We never stop learning. We maintain a 'Beginner's Mind'.
7. We **help ourselves as well as our team members** to get better each day.
8. Our **culture is contagious**, and we are selective about who we work with and who we hire.

Travel

While we do not sponsor international visas or require international travel, there may be a client need that may require you to do so. We will deal with that on a case-by-case basis. You will also be required to travel to Pune to attend team events if not working onsite. All travel expenses are reimbursed based on our expense policy which will be provided to you at the time of your joining.

We are happy to welcome you to **thinkBridge** and look forward to a mutually beneficial association. Please feel free to reach out to us if you have any questions.

Please revert with confirmation. Wishing you the best,



Deepa Mukerjee
Associate Director - Global Talent Ops

thinkbridge


Dr. E. VIJAYAKRISHNA RAPAKA
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Annexure I: Compensation & Benefits

DESCRIPTION	YEARLY	MONTHLY
Basic Pay	157,920	13,160
House Rent Allowance	78,960	6,580
Telephone and Internet	6,000	500
Fuel and Vehicle	12,000	1,000
Books and Periodicals	6,000	500
Special Allowance	112,320	9,360
Anniversary Pay	25,200	
Gross Salary	398,400	31,100
Employers' Contribution to Provident Fund	21,600	1,800
Cost to Company	420,000	32,900

The above salary will be subject to statutory deductions under The Income Tax Act at the prevalent rate of Tax and Professional Tax.

ADDITIONAL BENEFITS	
1.	Health & Accident Insurance Cover of ₹ 2,50,000/- Per Annum for immediate family.
2.	Optional health insurance cover of ₹ 2,00,000/- Per Annum for parents where thinkbridge pays half the premium. *
3.	"Zero loss of pay" in case of pre-informed and approved absence.
4.	"Own your laptop": Bring any computer of your choice that fits within thinkbridge specifications. We will reimburse lesser of 75% of the total cost of computer or ₹72,000 over 24-month period. *

*T&C Apply

over
Dr. E. VIJAYAKRISHNA RAPAKA
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 M.I.S.T.E., F.I.I.P.E., M.C.S.I. M.C.I.I.
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 Kirumampakkam, Puducherry - 607 402.



thinkbridge

Annexure-II: Documentation

Please bring the original and scanned copies of the following documents on the day of your joining:

- ☐ Address Proof (e.g., Driving License/Voter ID/Aadhaar card etc.)
- ☐ PAN Card
- ☐ Passport size photograph
- ☐ Highest Qualification of Education Certificate
- ☐ Experience Letter/ Relieving Letter from the previous employer (if applicable)
- ☐ Copy of your last drawn salary slip (if applicable)
- ☐ Passport (if applicable)


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Annexure- III: Behavior Expectations

As a thinkbridge Member of Technical Staff, you are expected to exhibit these behaviors.

- Proficient in at least one web application programming language ecosystem. (C#, Python, Java, JavaScript / Typescript)
- Zero Tardiness.
- Build Complete, Concise, Clean and Organized Software focused on Understandability.\
- 80% Estimation Accuracy.
- 80% Unit Testing Code Coverage.

Required Reading:

- Clean Code.
- Don't make me think.
- Unit Testing Principles, Practices, and Patterns

30 DayReview:

1. Always Ontime for Everything
2. 70% Estimation Accuracy
3. 75% Code Coverage on Unit Testing
4. Synopsis of the book "Code: The Hidden Language of Computer Hardware and Software".
5. Excellent Contribution to the Production Software.

60 DayReview:

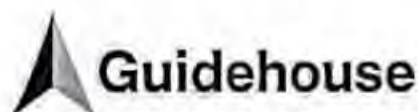
1. 80% Estimation Accuracy
2. 80% Code Coverage on Unit Testing
3. Synopsis of the book "Don't Make Me Think"

90 DayReview:

1. Synopsis of the book "Unit Testing Principles, Practices, and Patterns".


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GUIDEHOUSE INDIA PRIVATE LIMITED
(Formerly Navigant BPM (India) Private Limited)

CIN No: U74999KL2004PTCO16993

Regd. Office 3rd Floor, Bhavani Building, Phase 1, Technopark, Trivandrum-695581, Kerala, India Phone: +91-471-2700680

RC:SH010070020480

18-Mar-23

Letter of Appointment

Dear **SURUTHI.K**
Employee ID : 374521

With reference to your application and subsequent discussion / Offer of appointment with us, we are pleased to inform you that you are hereby appointed as **Junior Associate AR** in the **EBO Physician** department of our organization as per the terms and conditions discussed and agreed upon as under:

1. DATE OF APPOINTMENT

This appointment is effective from "19-Mar-2019" the date of your joining our Organization.

2. SALARY

Your salary and other emoluments would be as per the offer letter.

3. TIMINGS

You will be required to work for any stipulated shift as the Company may direct.

4. PLACEMENT

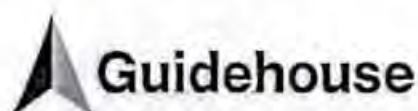
You will be on the regular rolls of the Company. You will be required to work at our office in Trivandrum or such other locations as the Company may direct.

5. PROVIDENT FUND

You will take part in the Provident Fund Scheme as applicable to your category of employees.

6. PROBATION PERIOD

You will be under probation for a period of **Six Months** from the day you report for duty and the said period can be extended by another three months. On the expiry of the period of probation or extended period of probation, if you are not confirmed in writing, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing, you shall not deem to be permanent.



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7. SALARY REVIEW

Your Salary will be reviewed annually as per Company Policy. Your increments and promotions in the grade are discretionary and will be subject to the effectiveness of your performance and the corresponding results during the period.

8. LEAVE

You will be entitled to Privilege, Sick Leave as applicable to your category of employees as per the Company Leave Policy.

9. OTHER EMPLOYMENT

Your position is a whole time employment with the Company. While you are in the service of the Company, you are not permitted to engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation with or without remuneration other than that of the Company. You will also not undertake or be interested either directly or indirectly in any activities which are contrary to or inconsistent with your application to the Company or Company's interest. You shall devote yourself exclusively to the business of the Company. Any breach of this condition on your part will lead to termination of your employment with the Company.

10. TRANSFER

You are liable to be transferred in such capacity as the Company may FROM time to time determine to any other location, department, branch of the company or subsidiary associate or affiliate of the company. In such cases you will be governed by the terms and conditions of service applicable to the new assignment.

11. CONFIDENTIAL INFORMATION

In the performance of your duties you will come to possess information connected with operations of technical work, market, financial and other matters relating to Company's business. All such information shall be held in strict confidence and it shall not be divulged to outsiders during your services with the Company AND thereafter. You will not at any time disclose or divulge or make public except on legal obligations any information regarding the Company's affairs or administration or research carried out whether the same may be confided to you or became known to you in the course of your service or otherwise.

12. PROTECTION OF INTEREST

If you conceive any new or advanced methods or improving processes/formulae/systems in relation to the operation of the company, such developments will be fully communicated to the company and will remain the sole right/property of the Company.

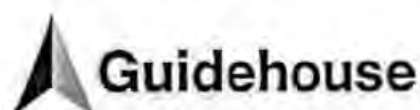
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13. PAST RECORD

If it is found that any information furnished by you to the Company in the application or during the course of interview or service is false or if you are found to have willfully suppressed any material information you are liable to be removed from service without any notice.

14. BACKGROUND VERIFICATION

Your employment under this Letter of Appointment is conditioned upon satisfactory verification of criminal, education and/or employment background. If any information relating to your suitability for employment you provided to the Company in the course of applying for employment is materially false or misleading, the Company shall be entitled to initiate necessary actions including termination of your employment summarily by written notice and without any payment in lieu of notice."

15. NOTICE PERIOD

Your service is terminable by giving 1 month prior notice during Probationary Period and 2 month notice thereafter. The company is not bound to give any reason thereof and reserves the right to pay or recover salary in lieu of notice period. The Employee shall not resign from the company without notice and agrees to the above said notice before such resignation.

16. ON SEPARATION

On acceptance of the separation notice, you will immediately give up to the company before you are relieved, all correspondence specifications, formulae, books, documents, cost data, literature, drawings, effects etc. & shall not make or retain any copies of these items. The process of handover should be of utmost transparency with mandatory recording of the documents handed over and the person to whom the same is given to.

17. NO OBJECTION

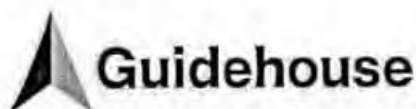
You are not supposed to join the services of any company or organization belonging to the Technopark community within a period of one year of quitting the services of Guidehouse India Private Limited without obtaining a No Objection certificate.

18. COMMUNICATION

You shall communicate to the Company any change in your address as well as personal status. All communications sent to you in the normal course to the address given by you is deemed to have been received by you

19. DISPUTES

Any dispute arising out of and or related to your employment with the Company shall be subject to Trivandrum jurisdiction only.



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20. COMPANY POLICY TO GOVERN EMPLOYMENT

In case any of the clause or clauses of this appointment order becomes invalid or be so judged, the remaining clauses shall be deemed severable and shall remain in full force and effect. The terms and conditions of this employment are subject to Company policy, which may be changed from time to time.

Please confirm that the above terms are acceptable to you and you are requested to accept the appointment by signing a copy of this letter of appointment.

For Guidehouse India Private Limited

Saji Zacharia
Director-HR

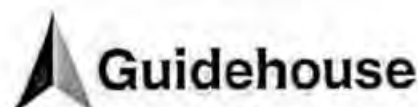
I have carefully read and understood the order of appointment including the terms and conditions of employment prescribed herein and by my signature below acknowledge, unconditionally accept and agree to abide by the appointment order without any reservations whatsoever.

Employee Signature


Dr. E. VIJAYAKRISHNA RAPAKA
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M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.I.I.,
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Compensation and Benefits of Riyasen V			
Annexure I			
Name	SURUTHLK	D.O.J.	16-Mar-23
Designation	Junior Associate AR	Location	Chennai
FIXED SALARY (Part A)		Per Month (INR)	Per Annum (INR)
Basic*		15,000	180,000
Children Education/ Hostel Allowance		800	9,600
HRA		6,000	72,000
Special Allowance		3,141	37,692
Total Fixed Salary		24,941	299,292
STATUTORY BENEFITS (Part B)			
P.F. (Employer's Contribution)		1,800	21,600
EDLI (Employer's Contribution)		75	900
Medical Insurance/ESIC		300	3,600
LWF (Employer's Contribution)		4	48
Statutory Bonus/Bonus*		2,159	25,908
Gratuity Accrual (As per statute)**		721	8,652
Total Statutory Benefits		5,059	60,708
Cost to Company (CTC) (Part A+B)		30,000	360,000
PS: Confidential; not to be discussed with anyone except immediate superiors, HR and Finance Officials of Guidehouse India Private Limited.			
For Guidehouse India Private Limited			Accepted
 Saji Zacharia Director - HR			Signature

*Basic and Statutory Bonus are subject to changes based on minimum wage changes, as and when announced.

**Gratuity is an accrual. You will be eligible to receive the gratuity accrual only after completing your five (5) year anniversary of service and upon retirement, resignation, or termination. If period of service is less than 5 years, the same will be forfeited.

***You are eligible for Night Shift Allowance of Rs. 150 per day, applicable only if worked on night shifts and the maximum amount will be Rs 3,300.

over
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+91 9940710411

contact@hattussa.com

47, 6th Cross St, Kumaran Nagar Extn,
Lawspet, Puducherry 605008

MARCH 2019

Dear **VENGATESWARN.R**

With reference to your application and subsequent interview with us, We are pleased to inform you that we would like to offer you the **Junior Developer** position. We believe your talent and strong interpersonal skills will be an asset to **Hattussa IT Solutions**.

Date of Joining: We expect you to join our Company as an **Intern trainee** from August, until you complete your **Master's** and, After that, we will offer you a Stipend amount of **Rs.10000/-** along with your training for the next three months. This letter is not a contract or guarantee of employment for a specific period of time.

Probation: You will be on probation till you complete your Intern and your Training, then We will offer you a salary of **Rs.18,000/-** per month. (Salary revision will take place every year and, based on the performance, a 30% Hike will be given/per year).from the effective date of joining and the same may be extended or waived, at the sole discretion of the Company. Taking leave during the Probation period will be considered for loss of pay. The Company reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Company's requirements.

You are requested to carry the following documents (If applicable) at the time of joining:

- Photocopy of all the educational certificates along with the originals.
- 2 Passport size photographs
- Photocopy of the Aadhar card along with the originals.

Please confirm your acceptance of this offer by signing the second copy of this letter in the space provided and returning it to us.

We are pleased to have you on our team and contribute your skills and experience to the growth of our organization. In the meantime, if you have any further questions relating to the employment contract, please do not hesitate to contact us.

Sincerely

HATTUSSA IT SOLUTIONS
No:47, 6th Cross Street,
Kumaran Nagar, Extension
Lawspet, Pondicherry-605008.

G. K. K. K.

Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IT Madras),
M.I.S.T.E., F.I.I.P.E., M.C.S.I M.C.....
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Kirimampakkam, Puducherry - 607 492

**VIDHYA.M**

DEPT OF MCA
RAJIV GANDHI COLLEGE OF ENGINEERING AND
TECHNOLOGY

Dear VIDHYA.M,

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

Position

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

Probation

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

Compensation

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

Confidentiality and Non Disclosure

You are required to maintain the highest level of confidentiality regarding the company's affairs. This includes keeping all information, instruments, documents, and any other materials related to the company that you become aware of during your

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Principal
Rajiv Gandhi College of Engineering and Technology
Chennai - 600 130

AVA Software Pvt. Ltd.,
Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur,
Chennai 600 130

Website: <http://www.avasoft.com>





Conflict of Interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and in its sole discretion, change the shift timings upon notice to you.

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The company will provide insurance coverage with a sum assured of Rs. 3,00,000/- per annum per individual as specified in the policy. Additionally, employees have the option to extend this coverage to their parents, spouse, and up to two children at the negotiated AVASOFT prices, with a sum assured of INR 300,000 per individual annually. The entire premium amount of parents, spouse and children will be

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AVA Software Pvt. Ltd.,
 Website: <http://www.avasoft.com>





deducted from the employee's net salary on a monthly basis. Further details will be provided during the onboarding process.

- i. In the event that an employee claims insurance but leaves the company before the policy term is completed, the outstanding premium amount must be settled during the exit process and the insurance coverage will be considered void post the exit process.
- ii. If benefits were not utilized during the employment tenure and the employee leaves before the policy term concludes, the insurance coverage will be considered void, and no payment will be required.

Visa

Any employee, having initially demonstrated their interest and enrolled in any type of visa application procedure and later communicates their intent to withdraw from said process, concerned individual shall bear financial liability for all pertinent costs borne by the company. These costs shall encompass not solely the expenditures associated with the visa application and processing, but shall additionally extend to cover transit expenses. The financial obligation further includes the comprehensive assessment of the efforts and time invested by company resources in managing and facilitating the visa process, thereby quantifying the damages caused.

Termination & Recovery

- i. The Company may terminate this contract and the Employee's employment at any time.
- ii. Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- iii. The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to pay the training cost a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty Thousand only) to the employer.

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- iv. If an employee resigns from the company or is demoted from their current position within six months of receiving a salary hike, the company reserves the right to reverse the salary adjustment. The decision to reverse the salary will be at the discretion of the company and will be communicated to the affected employee in writing. All salary modifications are subject to the discretion of the company.
- v. Any employee, in compliance with company regulations, who utilizes a certification granted by the organization for client-related activities is hereby prohibited from voluntarily terminating their employment for a specified duration of one year, commencing from the initiation date of the aforementioned certification. Should an employee resign due to an emergency, with approval from the management, they will have to pay for any certification cost paid by the company.
- vi. If the employer decides in terminating employee under Attitude/Performance issues they will be put through Performance Improvement Plan [PIP] for 30 days. If the employee fails to perform during the PIP, they will be liable to pay the training cost of Rs 1.5 Lakhs. Waiver of this clause is purely at the Company's sole discretion.
- vii. In case of any conversation/details violating company policy found in any electronic devices held by the employee will be confiscated for legal proceedings.
- viii. Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.
- ix. In case wherein the employee resigns within 2 years after receiving retention bonus they will have to repay the cost to the company.
- x. In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

- (a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

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(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The employee must serve the notice period fully/partially even after their agreement period or internship is completed if they are allocated in client projects. The waiver of notice period fully or partially during the internship/employment is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

Professional Ethics:

As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict

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PRINCIPAL, AVA Software Pvt. Ltd.,
 Anna Nagar City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130
 Rajiv Gandhi College of Engineering & Technology
 Pondy - Cuddalore Main Road, Website: <http://www.avasoft.com>
 Kirumampakkam, Puducherry - 607 402.





confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

Dispute

Any dispute that arises between parties will be subjected to exclusive jurisdiction of courts in Chennai alone.

Declaration

During Onboarding you will be expected to sign & agree the 'Employment Service Agreement' documents with us which will outline the terms and conditions of the organisation. Failing which, this Offer Letter stands void/invalid.

Sincerely,

Anthea Vicky

Human Resources

D: E. VIJAYAKRISHNA RAKA
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Compensation Break Up		
Name	VIDHYA.M	
A - Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B - Basket of Allowances		
Medical Allowance	1250	15000
Conveyance	1600	19200
Leave Travel Allowance	1300	15600
Other Allowance	4883	58600
Total of B	9033	108400
C - Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
D-Benefits		
Benefits	8333	100000
Total of D	8333	100000
Total (A+B+C+D)	41666	500000

For AVA SOFTWARE Pvt. Ltd.,
Ltd.,

To AVA SOFTWARE Pvt.

S. J. J. J. J.

Anthea Vicky
Human Resources

CANDIDATE
Trainee Engineer

[Signature]
Dr. E. VIJAYAKRISHNA RAPAKA
B.Tech. (Mech.), M.Tech.(Energy), Ph.D. (IIT Madras)
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CONDUENT

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 (Erstwhile Xerox Business Services India LLP)
 2nd Floor, Vismaya Building,
 Infopark, Kakkanad P O,
 Kochi - 682042
 Tel +91.484.4090131
 Fax +91.484.4090146

April 15, 2019

VINOTH KUMAR.B
 PUDUCHERRY

Dear **VINOTH KUMAR.B**,

With reference to your application for temporary assignment and subsequent interview and discussions, we are pleased to appoint you as **Transaction Processing Associate I** on the following terms and conditions:

1. Your assignment with Conduent Business Services India LLP will be for a period of **3 months**, starting from **April 16, 2019 to July 17, 2019**. This assignment maybe extended for further period upon mutual consent from both parties. Any renewal will be on fresh terms and conditions.
2. You will be paid an assignment fee/training stipend of **INR 13,428.00 (Indian Rupees Thirteen Thousand Four Hundred and Twenty Eight Only)** per month.
3. In this tenure of temporary assignment you will be provided adequate training on transaction processing for the Conduent Business Services India LLP Clients. Conduent Business Services India LLP will evaluate your skills upon completion of the tenure, based on predefined parameters as mentioned in **Annexure I**. In case you qualify the predefined parameters, Conduent Business Services India LLP will on consideration, provide an offer of employment, on mutual consent. Any such offer will be applicable only if you are provided with a written employment offer and if you agree to the terms and conditions of such offer.
4. The LLP will deduct taxes as appropriate and consistent with the Indian tax regulations from time to time. You will be responsible for your tax liabilities under applicable tax laws and regulations. The LLP shall also have the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation.
5. Your initial place of work will be at the Conduent Business Services India LLP office located at the Vismaya 2nd Floor, Infopark, Kakkanad, Kochi - 682042. However, your services are transferable, and you may be assigned to any location in India or abroad where the Conduent or any of its affiliates, associates, subsidiaries or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
6. You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the LLP to assign such duties and responsibilities.
7. During your assignment, either party may terminate this contract by giving 15 days notice in writing or payment of 15 days assignment fee in lieu thereof. Notwithstanding the above, the LLP reserves the right to terminate your assignment forthwith and without notice or compensation, if you are found guilty of dishonesty, disobedience, insubordination, unauthorized absence, a criminal offence under law or on account of misconduct or unsatisfactory job performance. Notwithstanding the foregoing, any monies recovered by the LLP from you for any unserved portion of your notice period shall be subject to the applicable Goods and Services Tax.

Dr. E. VIJAYAKRISHNA RAO

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M.B.A., F.I.I.P.E., M.C.S.I, M.C.

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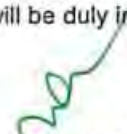
E-mail: conduentservicesindia@conduent.com | Website: www.conduent.com

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 Kurumapakkam, Puducherry - 607 402.





8. Absence for a continuous period of 10 days without prior approval of your superior (including overstay of leave/training), would be treated as abandonment of service.
9. Whilst assigned by the LLP:
 - a. You will not be permitted to undertake any other assignment or engage in any external activities of a commercial nature without prior written approval from the executive officer of your department.
 - b. You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the LLP to assign such duties and responsibilities.
 - c. Except in proper course of your assignment, or, thereafter, you shall not divulge to any third party any information regarding the affairs or business matters of the LLP or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your assignment with the LLP is deemed to be confidential.
 - d. Please also read **Annexure II** for Benefits and Entitlements.
10. You confirm that you have disclosed fully all of your business interests in the LLP – whether or not they are similar to or in conflict with the business (es) or activities of the LLP, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the LLP and you or any immediate relatives. Also, you agree to disclose fully and immediately to the LLP any such interests or circumstances which may arise during the course of your assignment.
11. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant stringent disciplinary action from the LLP, up to and including termination of temporary assignment.
12. Upon separation from the LLP, you will be required to immediately return to the LLP, all assets and property (including any leased property) of the LLP including documents, files, books, papers and memos in your possession or custody.
13. Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company disciplinary policy in force. Termination by cause will not result in any pay from Conduent Business Services India LLP as per Clause 7.
14. Others
 - 14.1 Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by registered post to you at your address in India, as recorded with the LLP. You shall inform the LLP of any change in your personal data within 3 days' time.
 - 14.2 This letter and its Annexures, constitutes the entire agreement between the parties and supersedes all previous oral/written communications, representations, understanding and agreements between the parties, if any. The terms contained herein can be amended or modified at any time by the LLP and you will be duly informed in writing


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15. Acceptance of Offer

To accept this Offer, please fill up the attached Acceptance Form and return it to us immediately. If we do not receive your acceptance on or before the date of joining, this Offer of Assignment will lapse.

The terms of this offer are intended to be kept in strict confidence.

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein.

We welcome you and wish you every success with Conduent Business Services India LLP.

With warm regards,

For Conduent Business Services India LLP,

Anitus Niranjana
Director - Human Resources

DECLARATION:

I accept the assignment on the terms and conditions contained in this letter.

Place: Kochi

Date:


Dr. E. VIJAYAKRISHNA RAPAKA
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Annexure I

TRAINING PARAMETERS AND SELECTION CRITERIA

To become eligible for an offer of employment with Conduent Business Services India LLP, following selection criteria must be met by the trainee:

1. Attendance: 100%
Trainees are expected to be present on every training day during the entire tenure of the temporary assignment.
2. Typing Speed: 8000 keystrokes per hour or more
Trainees will need to improve their throughput in transactions by achieving a typing speed of at least 8000 keystrokes per hour, to be considered for selection. Trainees will be subject to regular testing to track their throughput figures.
3. Process Performance Accuracy: 98% & above
Trainees should display a process performance accuracy by attaining a field level accuracy of at least 98% or above, to be considered for selection. Trainees will be subject to regular testing to track their quality figures.

At the end of the training period, and based on the scores obtained on all parameters, those trainees who clear the parameters will be selected based on management's decision.


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**Annexure II****BENEFITS & ENTITLEMENTS**

In this temporary assignment, you will be entitled to:

1. Statutory Benefits such as PF, ESI, EDLI, etc. as applicable.
2. Leaves & holidays will be applicable as per Conduent India Leave and Holiday Policy
3. Medical insurance, Accident insurance and Term Life insurance will be applicable as per Corporate Medical Insurance Policy
4. Meal allowance as applicable
5. Transportation (Pick and drop) facility that will be provided as per Conduent India Transport Policy


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NOVEMBER 2019

VISHNU.R**DEPT OF MCA
RAJIV GANDHI COLLEGE OF ENGINEERING AND TECHNOLOGY**

Dear VISHNU.R

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

Position

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

Probation

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

Compensation

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

Confidentiality and Non Disclosure

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

AVA Software Pvt. Ltd.,

Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>

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Pondy - Cuddalore Main Road,
Kirumampakkam, Puducherry - 607 402.





Conflict of Interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and in its sole discretion, change the shift timings upon notice to you.

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The company will provide insurance coverage with a sum assured of Rs. 3,00,000/- per annum per individual as specified in the policy. Additionally, employees have the option to extend this coverage to their parents, spouse, and up to two children at the negotiated AVASOFT prices, with a sum assured of INR 300,000 per individual annually. The entire premium amount of parents, spouse and children will be

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PRINCIPAL

Rajiv Gandhi College of Engineering & Technology

Pondicherry
Kirimam

Pre Main Road,
Sucherry - 607 402,

Website: <http://www.avasoft.com>





deducted from the employee's net salary on a monthly basis. Further details will be provided during the onboarding process.

- i. In the event that an employee claims insurance but leaves the company before the policy term is completed, the outstanding premium amount must be settled during the exit process and the insurance coverage will be considered void post the exit process.
- ii. If benefits were not utilized during the employment tenure and the employee leaves before the policy term concludes, the insurance coverage will be considered void, and no payment will be required.

Visa

Any employee, having initially demonstrated their interest and enrolled in any type of visa application procedure and later communicates their intent to withdraw from said process, concerned individual shall bear financial liability for all pertinent costs borne by the company. These costs shall encompass not solely the expenditures associated with the visa application and processing, but shall additionally extend to cover transit expenses. The financial obligation further includes the comprehensive assessment of the efforts and time invested by company resources in managing and facilitating the visa process, thereby quantifying the damages caused.

Termination & Recovery

- i. The Company may terminate this contract and the Employee's employment at any time.
- ii. Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- iii. The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to pay the training cost a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty Thousand only) to the employer.

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- iv. If an employee resigns from the company or is demoted from their current position within six months of receiving a salary hike, the company reserves the right to reverse the salary adjustment. The decision to reverse the salary will be at the discretion of the company and will be communicated to the affected employee in writing. All salary modifications are subject to the discretion of the company.
- v. Any employee, in compliance with company regulations, who utilizes a certification granted by the organization for client-related activities is hereby prohibited from voluntarily terminating their employment for a specified duration of one year, commencing from the initiation date of the aforementioned certification. Should an employee resign due to an emergency, with approval from the management, they will have to pay for any certification cost paid by the company.
- vi. If the employer decides in terminating employee under Attitude/Performance issues they will be put through Performance Improvement Plan [PIP] for 30 days. If the employee fails to perform during the PIP, they will be liable to pay the training cost of Rs 1.5 Lakhs. Waiver of this clause is purely at the Company's sole discretion.
- vii. In case of any conversation/details violating company policy found in any electronic devices held by the employee will be confiscated for legal proceedings.
- viii. Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.
- ix. In case wherein the employee resigns within 2 years after receiving retention bonus they will have to repay the cost to the company.
- x. In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

- (a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

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AVA Software Pvt. Ltd.,

Website: <http://www.avasoft.com>





(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The employee must serve the notice period fully/partially even after their agreement period or internship is completed if they are allocated in client projects. The waiver of notice period fully or partially during the internship/employment is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities(including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

Professional Ethics:

As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict

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confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

Dispute

Any dispute that arises between parties will be subjected to exclusive jurisdiction of courts in Chennai alone.

Declaration

During Onboarding you will be expected to sign & agree the 'Employment Service Agreement' documents with us which will outline the terms and conditions of the organisation. Failing which, this Offer Letter stands void/invalid.

Sincerely,

Anthea Vicky

Human Resources

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Compensation Break Up		
Name	VISHNU.R	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowance	1250	15000
Conveyance	1600	19200
Leave Travel Allowance	1300	15600
Other Allowance	4883	58600
Total of B	9033	108400
C – Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
D-Benefits		
Benefits	8333	100000
Total of D	8333	100000
Total (A+B+C+D)	41666	500000

For AVA SOFTWARE Pvt. Ltd.,

To AVA SOFTWARE Pvt. Ltd.,

Anthea Vicky

Human Resources

CANDIDATE

Trainee Engineer

Dr. E. VIJAYAKRISHNA RAPAKA
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