Ref: HRD/CAMPUS2024/163

October 03, 2023

Ms Pandiselvi M
Madathukulam, Udumalpet,
Tiruppur Dt
Tamil Nadu - 642113

Email ID: pandiselvimasilamani19@gmail.com

Dear Pandiselvi M,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/163

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/164

October 03, 2023

Ms Dharshana K
Chettipalayam,
Coimbatore Dt
Tamil Nadu - 641201

Email ID: dharshanak2003@gmail.com

Dear Dharshana K,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/164

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/165

October 03, 2023

Ms Sneka R S
Pallipalayam,
Tiruppur Dt
Tamil Nadu - 641663

Email ID: snekasivakumar10@gmail.com

Dear Sneka R S,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/165

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/166

October 03, 2023

Ms Amrin Luthufiya M
Madurai,
Madurai Dt
Tamil Nadu - 625007

Email ID: amrinluthufiya@gmail.com

Dear Amrin Luthufiya M,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/166

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/167

October 03, 2023

Ms Ayesha Siddiqha R
Kuniyamuththur,
Coimbatore Dt
Tamil Nadu - 641008

Email ID: siddiqhariyaz28@gmail.com

Dear Ayesha Siddiqha R,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/167

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/168

October 03, 2023

Ms Fathima Shana Z
Kuniyamuththur,
Coimbatore Dt
Tamil Nadu - 641008

Email ID: fathimashana141103@gmail.com

Dear Fathima Shana Z,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/168

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/169

October 03, 2023

Ms Vasantha Kamalee
Coimabtore,
Coimbatore Dt
Tamil Nadu - 641038

Email ID: Vasanthakamalee@gmail.com

Dear Vasantha Kamalee,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/169

KGiS Incremental Business Value

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/170

October 03, 2023

Ms Unnamalai M
Coimabtore,
Coimbatore Dt
Tamil Nadu - 641011

Email ID: unna3031@gmail.com

Dear Unnamalai M,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/170

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/171

October 03, 2023

Ms Pondharshini P
B.Komarapalayam,
Namakkal Dt
Tamil Nadu - 638183

Email ID: pondharshini2003@gmail.com

Dear Pondharshini P,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/171

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/172

October 03, 2023

Ms Rakshana K
Kotagiri,
The Nilgiris Dt
Tamil Nadu - 643217

Email ID: rakshanakumar645@gmail.com

Dear Rakshana K,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/172

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/173

October 03, 2023

Ms Keerthana K
Coimabtore,
Coimbatore Dt
Tamil Nadu - 641006

Email ID: Keerthanakumar0803@gmail.com

Dear Keerthana K,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/173

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/174

October 03, 2023

Ms Varshini T
Coimabtore,
Coimbatore Dt
Tamil Nadu - 641045

Email ID: varshini2935@gmail.com

Dear Varshini T,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/174

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/175

October 03, 2023

Ms Ashfiya Amanullah
Coimabtore,
Coimbatore Dt
Tamil Nadu - 641001

Email ID: ashfiyaamanullah98@gmail.com

Dear Ashfiya Amanullah,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/175

Salary Annexure I

KGiS				
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/176

October 03, 2023

Ms Rishona S
Coimabtore,
Coimbatore Dt
Tamil Nadu - 641017

Email ID: rishonasiva@gmail.com

Dear Rishona S,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/176

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/177

October 03, 2023

Ms Samyutha N
Aruvankadu,
The Nilgiris Dt
Tamil Nadu - 643202

Email ID: samyuthanandakumar@gmail.com

Dear Samyutha N,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/177

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/178

October 03, 2023

Ms Meena S
Ooty,
The Nilgiris Dt
Tamil Nadu - 643002

Email ID: meerasanju27@gmail.com

Dear Meena S,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/178

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/179

October 03, 2023

Ms Aara K P
Karur,
Karur Dt
Tamil Nadu - 639003

Email ID: aarakrajh@gmail.com

Dear Aara K P,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/179

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/180

October 03, 2023

Ms Reesha A
Kotagiri,
The Nilgiris Dt
Tamil Nadu - 643217

Email ID: reeshaannadurai08@gmail.com

Dear Reesha A,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/180

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/181

October 03, 2023

Ms Kavyashree M
Ooty,
The Nilgiris Dt
Tamil Nadu - 643003

Email ID: kavya10304@gmail.com

Dear Kavyashree M,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/181

KGiS Incremental Business Value

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/182

October 03, 2023

Ms Varsha S D
Chinna Thadagam,
Coimbatore Dt
Tamil Nadu - 641108

Email ID: varshasd2304@gmail.com

Dear Varsha S D,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/182

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

Ref: HRD/CAMPUS2024/183

October 03, 2023

Ms Princy Benedicta B
Coimabtore,
Coimbatore Dt
Tamil Nadu - 641104

Email ID: benedictaprinc@gmail.com

Dear Princy Benedicta B,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the post of **"Junior Process Associate"** in our organization. Your date of joining will be communicated to you closer to your joining which will be after your course completion**.** You shall report for duty on our intimation in our Coimbatore office. This offer is subject to you, clearing the reference check conducted by us.

Your three months training will start from the joining date. Upon successful completion of the training, your annual CTC will be **INR 2,59,320/- (Two Lakh Fifty Nine Thousand Three Hundred and Twenty only) per annum** which will include a night shift allowance of INR 150/- per work day and an Annual Loyalty Bonus of INR 12,000/- on completion of each year. On completion of six months of service, your annual CTC will be revised to **INR 2,83,320/- (Two Lakh Eighty Three Thousand Three Hundred and Twenty only) per annum** inclusive of the night shift allowance and the Annual Loyalty Bonus. The break-up of the same is provided in **Salary Annexure I** of this letter.

In addition, you will be eligible for a Variable Performance Incentive after 6 months of service, **subject to meeting process-specific incentive criteria.**

This letter is a communication of an employment offer and is not a letter of appointment. A regular letter of appointment will be issued to you at the date of your joining. As an acceptance of the offer, you are required to send a signed copy of this letter via email to us within 7 days from receipt of this letter. Non-submission of the same will be treated as non-acceptance of this offer.

Ref: HRD/CAMPUS2024/183

Salary Annexure I

	KGiS			
	Salary Components	**During Training**	**After Completion of 3 Months Training**	**On Completion of 6 Months**
A	***Fixed Components***			
	BASIC	11047.00	11047.00	11047.00
	HRA	932.00	2932.00	4869.00
	Night Shift Allowances****	0.00	3000.00	3000.00
	BONUS	920.00	920.00	920.00
	GROSS	**12899.00**	**17899.00**	**19836.00**
	Less : Statutory Deduction (Employee)			
1	ESI	97.00	112.00	126.00
2	PF	1436.00	1436.00	1436.00
	NET TAKE HOME	**11366.00**	**16351.00**	**18274.00**
B	***EMPLOYER CONTRIBUTIONS***			
1	ESI	419.00	484.00	547.00
2	PF	1556.00	1556.00	1556.00
3	Gratuity*	531.00	531.00	531.00
4	Insurance **	140.00	140.00	140.00
	CTC	**15545.00**	**17610.00**	**19610.00**
ANNUAL COMPONENTS				
1	Yearly Loyalty Bonus***			12000
	Annual CTC			**283320.00**

Notes:

1. Rate of Professional Tax will vary based on Tamil Nadu Govt rules.
2. Rate of TDS is subject to Declaration and submission of related information and documents by employee.
3. Gratuity @ 15 days Basic salary for every completed year of service, payable after completion of 5 years of service.
4. ** Medical Insurance will be covered on completion of three months.
5. *** Annual Loyalty Bonus will be paid year on year after completion of one year service.
6. ***Variable performance incentive of Rs.4,000/- will be paid after 6 months of service, subject to meeting Process - Specific Incentive Criteria.
7. ****Per day Night Shift Allowance of Rs.150 will be applicable after the training period.

We look forward to your joining and building a long successful career with us. Should you require any assistance or information, please do feel free to reach us.

Warm Regards,

For KG Invicta Services Pvt Ltd. (KGiS)

Hariprasad G

Human Resources Team

ACCEPTANCE OF OFFER

(Full name with signature)

I hereby confirm that I accept the above offer with all its terms and conditions of employment

OFFER LETTER

OL-2023: 0358

Dear **Vijayashree Balamurugan,**

Congratulations!

You have been selected to join Zifo through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of **Associate Analyst** with a consolidated pay of **Rs. 476,700/- p.a. (Rupees Four Lakhs Seventy Six Thousand Seven Hundred only per annum).** This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

Probation

You will be on probation for a period of 12 months from the date of joining. You would receive a **Confirmation letter** at the end of the probation period.

Insurance Coverage

The insurance coverage extends to yourself, your spouse and two of your children.

Leaves

You would be entitled to 12 Government-mandated public holidays per year. The office will be closed for 10 business days (which includes 5 Government mandated holidays) in a year and an additional 2 days can be chosen as optional holidays from the marked list of holidays in the calendar year.

In addition to this, you can avail leave for **18 days** in your first year as part of the earned leave component.

Maternity and Paternity Policy

At Zifo, we are committed to ensuring a family-friendly environment and a culture that builds a great work-life balance. Women will be entitled to maternity leave with full pay for a period of 26 weeks, in line with latest Maternity Benefit (Amendment Act) 2017. Men will be entitled to paternity leave with full pay for a period of 14 continuous working days.

Working Hours

Your working hours will be from **8:45 am** to **5:45 pm** from Monday to Friday.

PRIVATE

Non-Disclosure Agreement and Service Agreement

You would be required to sign a **Non-Disclosure Agreement** and **Service Agreement** (for a period of 2 years at the time of joining.

Background Verification

Zifo conducts background verification (BGV) for all its employees. We may leverage an external agency for this process, and you would be required to share relevant identity proof and academic documents with them. In case of any submission of false or misleading information, Zifo will take action as deemed appropriate.

Joining Date

Your date of joining will be communicated through our Onboarding Platform – Launchpad.

Note:

- *During your probation period you will be enrolled under the National Apprenticeship Training Scheme in compliance with the 'Apprenticeship Act 1961'. We will be submitting your basic information to NATS portal for enrollment, ensuring that the provided information remains strictly confidential within the government portal.*
- *Your job continuation/confirmation will be reevaluated if you are found to have any backlogs in academics or have not completed the course post joining Zifo.*

We warmly welcome you to the Zifo family!

Regards,

Kamalahasan N
Head – HR

PRIVATE

Campus Recruitment - 2024 | GEP Solutions | Avinashilingam

Saloni Ushire <Saloni.Ushire@gep.com>
To: Placement Placement <placement@avinuty.ac.in>
Cc: Romita Banerjee <Romita.Banerjee@gep.com>, Sarah Thomas <sarah.thomas@gep.com>, Eshmeet Dham <Eshmeet.Dham@gep.com>, Christy Jackson <Christy.Jackson@gep.com>

Fri, Oct 20, 2023 at 3:43 PM

Hi Dr. Sudharani,

Thank you for hosting GEP at your institute for this year's campus program. Please convey our sincere thanks to the students for the support and patience without which conducting this placement drive would not have been possible.

The below student has been selected for the role of **Process Associate.**

Kindly let us know if it is possible for incoming students to do an internship starting from November before joining. I would greatly appreciate your response :

Candidate Name	Email Address	Contact Number
Aanisa	aanisacs@gmail.com	6380663775
Gokila R	gokilaramesh04@gmail.com	8056558377
Haripriya M	haripriyamanian333@gmail.com	9003761630
Ashika Fathima	ashika.ashy.2003@gmail.com	9384168545
Sankari Sundarraj	sankaricharu5483@gmail.com	9344790530
Sowndarya Lakshmi Rajendran	sowndarya0512.r@gmail.com	7010575593
ABINAYA SIVAKUMAR	abinayasugu15@gmail.com	7639270660
Kalaivani R	kalaivani2682003@gmail.com	8489860597
Pearlin Beula	pearlinbeula7171@gmail.com	9384477671

Note : We also met with Abisri Sengodan and Jayalakshmi A but they have concerns with the shift, Hence dropping their candidature.

Request you to share the acceptance of all the selected candidates by latest 6 PM today on email, post which we shall share their offer letters.

Thank you for having us on campus, we look forward to a continued relationship. Request you to please share your feedback on collaborating with us *here*

Regards,

Saloni Ushire

GEP Campus Connect.

Viswanath T **<t.viswanath4@tcs.com>**

Tue, Mar 12, 2024, 12:33 PM

to me, ChennaiCampus

Be careful with this message.

This message contains one or more encrypted attachments that can't be scanned for viruses. Avoid downloading them unless you know the sender and are confident that this email is legitimate.
Looks safe

TCS Confidential

Dear sir/madam,

Greetings from TCS!

Please find attached the list of shortlisted students for final offer with TCS from **Smart Hiring** Interview process.

Kindly send us the offer acceptance of these candidates before **13-Mar-2024** .

Please refer to 'Offer type' column to understand the type of offer for which the student is shortlisted.

Kindly note the offers for the selected students and their subsequent joining with TCS will be basis the students meeting the TCS eligibility criteria.

Kindly note that the file is password protected. The password will be shared in the subsequent email

Best Regards
TCS Chennai Campus Recruitment team

DT20234461636	Sowndarya R	sowndaryaramesh48@gmail.com	9.79E+09	Bach of Comp Science (B.Sc)	Avinashilingam Deemed Univ. for Women, Coimbatore	BSc Smart
DT20234227741	Sowndarya R	sowndarya0512.r@gmail.com	7.01E+09	Bachelor Of Science (B.Sc Qualification)	Avinashilingam Deemed Univ. for Women, Coimbatore	BSc Ignite
DT20234971982	Shalini S	shalinisubramaniam434@gmail.com	9.38E+09	BACHELOR OF SCIENCE (B.Sc Degree)	Avinashilingam Deemed Univ. for Women, Coimbatore	BSc Ignite

[WARNING: MESSAGE ENCRYPTED]TCS BPS interview - Selected students - Avinashilingam Deemed Univ. for Women, Coimbatore

External

Inbox
Search for all messages with label Inbox
Remove label Inbox from this conversation

B

Bablu B <bablu.b@tcs.com> Dec 26, 2023, 5:18 PM

to me, ChennaiCampus

TCS Confidential

Dear sir/madam,

Greetings from TCS!

Please find attached the list of shortlisted students for final offer with TCS from **BPS** Interview process.

Kindly send us the offer acceptance of these candidates before **27-Dec-2023** .

Please refer to 'Offer type' column to understand the type of offer for which the student is shortlisted.

Kindly note the offers for the selected students and their subsequent joining with TCS will be basis the students meeting the TCS eligibility criteria.

Kindly note that the file is password protected. The password will be shared in the subsequent email

Best Regards
TCS Chennai Campus Recruitment team

Candidate Name	Email ID	Contact no	Highest Qualification	Institute Name	Offer type
Tuvina R	tuviraja16@gmail.com	7397154094	BACHELOR OF SCIENCE (B.Sc Degree)	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Gayathiri A	gayathriayyasamy1203@gmail.com	9965747583	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Kavyashree M	kavya10304@gmail.com	9080925262	Bachelor of Corporate Secretaryship	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Rubasree T U	rubasreeutthaman5906@gmail.com	6369948812	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Priyadharshini Karupusamy	priyadharshinik256@gmail.com	7397349267	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Keerthana J	keerthanaj1710@gmail.com	7904634133	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
S Sri	rajasrisaravanan27@gmail.com	9585750103	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Niranjani A	niranjanianandhakumar@gmail.com	8072734741	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Nanditha Cs	nandithashanmugham354@gmail.com	8072704971	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Harshada K	harshadaharsha7@gmail.com	8056604096	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Keerthana P	pradeepkeerthana937@gmail.com	9940837123	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Madhumitha V	madhucrush417@gmail.com	6381354801	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Srinithi N	sri213278@gmail.com	6385250782	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS

Saranya G	saranyaganeshan2003@gmail.com	9500905502	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Rakshana Kumar	rakshanakumar645@gmail.com	9786014731	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Subasri M	subasrimohan09@gmail.com	9688111965	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Shalini R	shalinishaloo14@gmail.com	9787567001	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Shubhashree P	shubhashree7103@gmail.com	9342074796	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Karunya Chinnan	ckarunya275@gmail.com	9894569526	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS
Vdharshini Dharshini	varatharajaperumaldharshini@gmail.com	9543151565	BACHELOR OF COMMERCE	Avinashilingam Deemed Univ. for Women, Coimbatore	BPS



To,

Name : Nithya Sree Kannan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nithya Sree Kannan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,83,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 32,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 4,15,500/-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000/-**; payable upon successful completion of initial training as per company process. The joining bonus is a one-time payment that will be paid with the first month's salary.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
  Notional Insurance Premium paid by Company – **INR 13,800 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,60,700/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Pavithra Selvakumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pavithra Selvakumar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,83,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 32,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 4,15,500/-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000/-**; payable upon successful completion of initial training as per company process. The joining bonus is a one-time payment that will be paid with the first month's salary.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
  Notional Insurance Premium paid by Company – **INR 13,800 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,60,700/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Vishnu Durga Selvaraj

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vishnu Durga Selvaraj,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,83,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 32,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 4,15,500/-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000/-**; payable upon successful completion of initial training as per company process. The joining bonus is a one-time payment that will be paid with the first month's salary.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
  Notional Insurance Premium paid by Company – **INR 13,800 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,60,700/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Sangeerane Balakumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sangeerane Balakumar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,83,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 32,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 4,15,500/-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000/-**; payable upon successful completion of initial training as per company process. The joining bonus is a one-time payment that will be paid with the first month's salary.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
  Notional Insurance Premium paid by Company – **INR 13,800 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,60,700/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Shakithya Muniasamy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shakithya Muniasamy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,83,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 32,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 4,15,500/-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000/-**; payable upon successful completion of initial training as per company process. The joining bonus is a one-time payment that will be paid with the first month's salary.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
  Notional Insurance Premium paid by Company – **INR 13,800 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,60,700/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Shruthi Jayabal

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shruthi Jayabal,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,83,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 32,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 4,15,500/-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000/-**; payable upon successful completion of initial training as per company process. The joining bonus is a one-time payment that will be paid with the first month's salary.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
  Notional Insurance Premium paid by Company – **INR 13,800 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,60,700/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Anu Babu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Anu Babu,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,83,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 32,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 4,15,500/-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000/-**; payable upon successful completion of initial training as per company process. The joining bonus is a one-time payment that will be paid with the first month's salary.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
  Notional Insurance Premium paid by Company – **INR 13,800 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,60,700/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Priyatharshini Arunagiri

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Priyatharshini Arunagiri,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,83,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 32,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 4,15,500/-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000/-**; payable upon successful completion of initial training as per company process. The joining bonus is a one-time payment that will be paid with the first month's salary.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
  Notional Insurance Premium paid by Company – **INR 13,800 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,60,700/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Rakshana Manikandeswaran

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rakshana Manikandeswaran,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,83,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 32,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 4,15,500/-**
- **Joining Bonus** - You are also eligible for a joining Bonus of **INR 25,000/-**; payable upon successful completion of initial training as per company process. The joining bonus is a one-time payment that will be paid with the first month's salary.
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 6,400 /-**
  Notional Insurance Premium paid by Company – **INR 13,800 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 4,60,700/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Aafiya Farveen Jailani

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Aafiya Farveen Jailani,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Abinaya Sivakumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Abinaya Sivakumar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Aburvaa S K

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Aburvaa S K,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



10 April 2024

C07003139
Shree Mukkhi R Rajadurai
153, Ramalingam Colony, Bharathi Park Road, opposite to Meenakshi hospital

Dear Shree Mukkhi R Rajadurai,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

• Annexure 1 for the compensation and benefits details.
• Annexure 2 for documentation to be submitted by you.
• Annexure 3 for Remote working condition - Declaration to be submitted by you.
• Annexure 4 for declaration to be submitted by you.
• Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

 Candidate's Signature:{{Sig_es_:signer1:signature}}

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of **INR 10,000/-**.

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

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test/and/or any other verifications based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests/and/or any other verifications as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test/and/or any other verifications, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

Candidate's Signature:{{Sig_es_:signer1:signature}}

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Shree Mukkhi R, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Harsh Rajesh jain at campus.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

 Candidate's Signature:{{Sig_es_:signer1:signature}}

ACKNOWLEDGED AND AGREED:

Candidate's Signature {{Sig_es_:signer1:signature}}
Shree Mukkhi R Rajadurai

_____

Date: {{Dte_es_:signer1:date}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	**INR 300,000/-**
(B) Variable Bonus earning potential (at maximum 8.5%)	**INR 25,500/-**
Annual Total earning potential (A+B)	**INR 325,500/-**
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 5,000/-**
Notional Insurance Premium paid by Company	**INR 13,700/-**
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	**INR 344,200/-**
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 4,500/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation**
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

 Candidate's Signature:{{Sig_es_:signer1:signature}}

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer
2. Personal Accident coverage for self, up to three times your annual fixed compensation.

Candidate's Signature:{{Sig_es_:signer1:signature}}

a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your

Candidate's Signature:{{Sig_es_:signer1:signature}}

employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____
Shree Mukkhi R Rajadurai

Date: {{Dte_es_:signer1:date}}

Disclaimer
“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

Candidate's Signature:{{Sig_es_:signer1:signature}}



To,

Name : Dakshinya P R

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dakshinya P R,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Dharshana Kanniappan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dharshana Kanniappan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Harini Ganesan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Harini Ganesan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Harini Krishnamoorthy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Harini Krishnamoorthy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Harini Nagasubburaman

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Harini Nagasubburaman,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Harini Swaminathan

Re: Important information post your clearance of the interview process during the Campus Visit.

Dear Harini Swaminathan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB)** - At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000** /-
  Notional Insurance Premium paid by Company – **INR 13,700** /-
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement.

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Kavithamani Marimuthu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kavithamani Marimuthu,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Kavyashree Murali

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kavyashree Murali,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Keerthana Balamurali

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Keerthana Balamurali,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Keerthana Pradeep

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Keerthana Pradeep,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Mahalakshmi Udhayakumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mahalakshmi Udhayakumar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Miskathul Jannath

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Miskathul Jannath,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Naga Priyadharshini Nagarajan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Naga Priyadharshini Nagarajan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Nandhini Ramanathan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nandhini Ramanathan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Poornima Srinivasan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Poornima Srinivasan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Priyanka Sundarraj

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Priyanka Sundarraj,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Rakshana Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rakshana Kumar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Ramlan Samrin Thaheer Basha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ramlan Samrin Thaheer Basha,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Santhanalakshmi Vijayan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Santhanalakshmi Vijayan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Santhiya Jayaraj

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Santhiya Jayaraj,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Saranya Ravichandran

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Saranya Ravichandran,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Shakthi Harini Veera Bhadran

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shakthi Harini Veera Bhadran,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Shree Mukkhi R Rajadurai

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shree Mukkhi R Rajadurai,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Shri Pooja Kannan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shri Pooja Kannan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Sivaselvi Selvam

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sivaselvi Selvam,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Soundarya Dhandapani Dhandapani

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Soundarya Dhandapani Dhandapani,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Sowmiya Ramesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sowmiya Ramesh,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

Scanned with CamScanner

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) **– INR 5,000 /-**

  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

Scanned with CamScanner



To,

Name : Soundarya Ganesan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Soundarya Ganesan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Srimeghana Uppala

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Srimeghana Uppala,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Thahera Asfin

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Thahera Asfin,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



To,

Name : Unnamalai Muthukumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Unnamalai Muthukumar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
    - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be INR **3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB) -** At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
  Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

  You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Abarna M

Email I'd : 21uva002@avinuty.ac.in

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Abinaya Sivakumar

Email I'd : abinayasugu15@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Bhavana G

Email I'd : bhavanagowthaman@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Deekshitha S

Email I'd : sdeekshithasakthivel@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name **:** Dharshana K

Email I'd **:** dharshanak2003@gmail.com

College Name **:** Avinashilingam Institute

Date **:** 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Gayathri a

Email I'd : gayathriayyasamy1203@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Gokila R

Email I'd : gokilaramesh04@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Hemavathi M

Email I'd : hemamalaiyappan2004@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Jayalakshmi A

Email I'd : jayalakshmi290803@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Kaviya k

Email I'd : kaviyakrishna385@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Kavya sundarraj

Email I'd : kavyasundarraj1809@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Krisha R

Email I'd : rtrkrisha@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Mounika S

Email I'd : mounikasenthil099@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Naveenaa D

Email I'd : naveena.7703@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Rajitha. R

Email I'd : rajitha20041@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Rinisha anafa

Email I'd : rinishaanafa@gamil.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Sankari S

Email I'd : sankaricharu5483@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Saranya J

Email I'd : saranyajaganathan5@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Shakthi Mathi A

Email I'd : shakthimathi31@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name **:** Shri sarathi T

Email I'd **:** sarathithangaraju@gmail.com

College Name **:** Avinashilingam Institute

Date **:** 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Soundarya G

Email I'd : soundaryalahari81@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Sri varjitha K S

Email I'd : varjithasri@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : SRINITHA S

Email I'd : srinithashanmugam03@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Srinithy M

Email I'd : srinithymarudhachalam@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Subasri M

Email I'd : subasrimohan09@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Varsha S B

Email I'd : varshasb03@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Varshini T

Email I'd : varshini2935@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Vinitha S

Email I'd : 02vinithavini@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Aasic sowganthika S

Email I'd : aasicsoowganthika@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Abarna T

Email I'd : abarnaathangaraj1@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Abirami B

Email I'd : abirami.revathi12@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Alphana babu

Email I'd : alphanababu13@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Joshiga S

Email I'd : joshigaselvakumar02@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Kaniksha R

Email I'd : kaniksha0209@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Kavebharathi

Email I'd : 20047ueb06@avinuty.ac.in

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Kavya S P

Email I'd : vasanthikavya2002@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Lakshmi rani sri

Email I'd : lakshmikommina02@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Pavilaa C

Email I'd : pavilaachandran5@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Savitha natrajan

Email I'd : 20093ueb11@avinuty.ac.in

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Sharmila S

Email I'd : sharmilashams11@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Sherin sara sabu

Email I'd : sherinsarasabu7682@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Srinithi V

Email I'd : srinithivasudevan3355@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Sujatha S

Email I'd : sujatha.sundaramurthy@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

Candidate Name : Varshinipriya ravicharan

Email I'd : varshinipriyaravi@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND®

PROVISIONAL OFFER LETTER

Candidate Name : Vasantha varshini A

Email I'd : vanthavarshini06@gmail.com

College Name : Avinashilingam Institute

Date : 30-Jan-2024

Dear Candidate,

Congratulations!!

Further to your Interview we are pleased to issue this 'provisional offer letter' to inform that you have been shortlisted to be engaged by Sutherland as an "Associate". There will be further rounds of interviews which may be conducted online/remotely or in Company office in Chennai. Final decision will be based on performance during these rounds. Nature of engagement can be either fixed-period or as trainee/employee. If you are finally selected, the final offer letter with all relevant details will be sent to your registered email ID.

We at Sutherland are privileged to have you with us and look forward to launching your career on a successful note. The compensation package that is offered to beginners is up to **3 Lac INR Per Annum.** Your final compensation will be determined based on your skill set, and other selection parameters.

You will have to furnish the following documents during the hiring and onboarding process: -

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- stating you are medically fit and can work night shifts if required.

You are expected to maintain confidentiality of this provisional offer letter and to avoid sharing with other companies or potential hirers.

Final decision on your engagement will be the sole discretion of Sutherland. If you have any concerns or queries, you may reach out to campusIndia@sutherlandglobal.com for response and resolution.

Any dispute related to or arising out of this Provision Offer Letter, shall be exclusively decided by courts in the city of Chennai, Tamil Nadu.

Sincerely,

Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required.
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

Selection List

External

Inbox

Search for all messages with label Inbox

Remove label Inbox from this conversation

Enfance Centre for Child Development <myenfance@gmail.com> Thu, Feb 8, 5:45 PM

to me

Dear Sir/Madam,

Greetings from the Enfance centre for child development!

On February 2, 2024, we held a campus interview at your Institution. We appreciate the chance to hire students from the psychology and human development departments, provided by your organization and placement cell. We sincerely appreciate all of your effort and the time you have taken to help us. Furthermore, the list of pupils who were selected for our rehabilitation team is mentioned here.

1. Shreeja Muralidharan - MSc Clinical Psychology
2. Anugraha. K - MSc Clinical Psychology
3. Oviya MS - BSc psychology

Thank you very much for all your assistance with planning our Campus interview. We anticipate hiring a large number of students from your esteemed college in the near future because we are so pleased with your students' performance.

Best regards!
Enfance centre for Child Development

--

With Regards,

Team Enfance

Learn today....lead tomorrow...

Enfance-Centre for Child Development

Website: www.myenfance.com
Mail : myenfance@gmail.com
New No.7,Old No.4,Bharathi Park 6th Cross Road,
Saibaba Colony,Coimbatore-641011
Tel: 0422 - 4982002

Mob: 8220002853
It takes 1200 days for a tree to grow, think about it before printing this email.

SURETI INSURANCE MARKETING PVT.LTD

To **13th FEB 2024,**

THE PLACEMENT HEAD,

AVINASHILINGAM INSTITUTE FOR HOME SCIENCE & HIGHER EDUCATION FOR WOMEN

COIMBATORE

Sub: Offer Letter –Reg:

This is with reference to your application for employment with SURETI Insurance Marketing Pvt Ltd as 'Business Development Officer' and subsequent discussions and interviews had with us at your college campus.

We congratulate all of your selected students for having been successfully made it through the selection process. We are pleased to extend the offer of employment with SURETI Insurance Marketing Pvt Ltd as 'Business Development Officer' on agreed terms and conditions for the below mentioned list of students who got selected during the campus drive held on FY 24-25.

A formal letter of appointment will be issued as per company policy upon joining the organization.

A BUSINESS DEVELOPMENT OFFICER (BDO/SBDO/BI) will be eligible for,

1. Fixed Salary. (3 LAKHS P.A INCL. BONUSES)
2. Quarterly Productivity Bonus.
3. Annual Productivity Bonus.
4. Self-Sourced business pay-out.

During the training we train you on Learning Corporate work culture and Skills Development .

A)	**Training Functional Area**	:	HR/Finance/Operations/Sales & Marketing.
B)	**Training Period**	:	60 days.
C)	**Training**	:	IC 38 for IRDA Licensing exam, Insurance basics, Our Company Products, KYC & AML Sales & Marketing activities.
D)	**Developing Skills**	:	Communication Interpersonal skills.

Corporate Working Culture.

E) Stipend : Rs. 15,000/- (only on achievement task)

This is to inform that the following students got selected

S_No	NAME	DEPARTMENT
1	RAJITHA R	B.COM
2	DEEPIKA S	B.COM
3	DHEEKSHANA R	B.COM
4	INDTUJA B	B.COM
5	KARTHIKA V	B.COM
6	KAVITHA M	B.COM
7	KAVYA SUNDARRAJ	B.COM
8	MOUNIKA S	B.COM
9	PAVITHRA M	B.COM
10	PRIYADHARSHINI V	B.COM
11	RINISHA ANAFA	B.COM
12	RUBIKA V	B.COM
13	SAATHVIKA C	B.COM
14	SANGEETHA M	B.COM
15	SOWMYA N	B.COM
16	NANDHINI S	B.COM CA
17	ASHIYA SAHANA M	B.COM CA
18	DIVYA M	B.COM CA
19	HARINI R K	B.COM CA
20	HARSHADA K	B.COM CA
21	ISWARYA LAKSHMI S	B.COM CA
22	KALAIYARASI A	B.COM CA
23	KRISHA R	B.COM CA
24	PRIYADHARSHINI K	B.COM CA
25	RAMYABHARATHI R	B.COM CA

26	SARANYA G	B.COM CA
27	SHALINI R	B.COM CA
28	SRI DHARSHINI R R	B.COM CA
29	SUBHA HARINI L	B.COM CA
30	VARSHA S B	B.COM CA
31	VINITHA S	B.COM CA
32	DEVIGA K	B.COM PA
33	POOJANA G	B.COM PA
34	PREMA S	B.COM PA





SENIOR BRANCH HEAD,
SURETI IMF PVT LTD

OFFICIAL SEAL

COIMBATORE, PH: 9751583188

PULLART D'SIGNS

OFFER LETTER

Date: 15.02.2024

102A, Sedan Thottam,

G.N. Mills (PO),

Coimbatore 641 029.

Dear Gowri snega.C,

Congratulations! We are pleased to confirm that you have been selected to work for **PULLART D'SIGNS**. We are delighted to make you the following job offer:

The position we are offering you is that of **Jewellery CAD Designer** with a monthly salary at Rs.12000(after training)**.** This position reports to **Mr. Maheswaran.**

After training period incentive based on their work efficiency. Salary will be revised after **1YEAR** from their production period starts (15% to 30%) depending upon their efficiency, skill and responsibility.

We would like you to start work from MAY. Please report to Mrs.THILAGAVATHI 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 indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of **PULLART D'SIGNS** and look forward to working withyou.

Terms and conditions

The probationary period of **1year 6 months** need to be served by the candidate, after joining the job**.**

After the probationary term, there must be a 2-month notice period before leaving the position.

Sincerely,

Accepted by, (**Gowri snega.C**)

PULLART D'SIGNS

OFFER LETTER

Date:

102A, Sedan Thottam,

G.N. Mills (PO),

Coimbatore 641 029.

Dear Ponyazhini.S,

Congratulations! We are pleased to confirm that you have been selected to work for **PULLART D'SIGNS**. We are delighted to make you the following job offer:

The position we are offering you is that of **Jewellery CAD Designer** with a monthly salary at Rs.12000(after training)**.** This position reports to **Mr. Maheswaran.**

After training period incentive based on their work efficiency. Salary will be revised after **1YEAR** from their production period starts (15% to 30%) depending upon their efficiency, skill and responsibility.

We would like you to start work from MAY. Please report to Mrs.THILAGAVATHI 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 indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of **PULLART D'SIGNS** and look forward to working withyou.

Terms and conditions

The probationary period of **1year 6 months** need to be served by the candidate, after joining the job**.**

After the probationary term, there must be a 2-month notice period before leaving the position.

Sincerely,

Accepted by, (**Ponyazhini.S**)

Zoho Corporation Private Limited
Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
DTA UNIT

Date: 14-Mar-2024

To

Ms.MONISHA B,
123, 4TH CROSS,
VELUSAMYPURAM, L N S,
KARUR-639002,TAMIL NADU.

Dear **Ms.MONISHA B,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **TECHNICAL TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid a stipend as consideration. Your monthly Cost to Company will be **Rs.23000/- (RUPEES TWENTY THREE THOUSAND ONLY)**. The break-up of your stipend is set out in Annexure A.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be absorbed as an employee of Zoho as **PRODUCT SUPPORT ENGINEER**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.

2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.

3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.

4. As part of Zoho's commitment to comply with legal requirements, Zoho contributes to employee's provident fund on your behalf. You understand that the purpose of this contribution is solely to meet Zoho's legal obligations regarding the employee's provident fund as mandated by the authorities and that the contribution shall not be construed as establishing an employer-employee relationship.

5. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.

6. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

VALIDITY

This Technical Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **13-Apr-2024**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	14 Mar 2024
Name :	Monisha B	Place :	Karur

Annexure A

NAME : MONISHA B

DESIGNATION : TECHNICAL TRAINEE

Details	Monthly
Basic Stipend	15000
Commute Allowance	6200
Gross Stipend	**21200**
Employer Provident Fund (12% of Basic+TA)*	1800
Cost To Company (CTC)	**23000**

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic stipend per month as employer contribution and an equal amount will be deducted from your stipend as your contribution towards the fund.

Zoho Corporation Private Limited
Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com
DTA UNIT

Date: 14-Mar-2024

To

Ms.SRIYA RAI,
SANGSAY BUSTY TUMLABONG,
KALIMPONG,
KALIMPONG-734301,WEST BENGAL.

Dear **Ms.SRIYA RAI,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **TECHNICAL TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid a stipend as consideration. Your monthly Cost to Company will be **Rs.23000/- (RUPEES TWENTY THREE THOUSAND ONLY)**. The break-up of your stipend is set out in Annexure A.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be absorbed as an employee of Zoho as **PRODUCT SUPPORT ENGINEER**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.

2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.

3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.

4. As part of Zoho's commitment to comply with legal requirements, Zoho contributes to employee's provident fund on your behalf. You understand that the purpose of this contribution is solely to meet Zoho's legal obligations regarding the employee's provident fund as mandated by the authorities and that the contribution shall not be construed as establishing an employer-employee relationship.

5. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.

6. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

VALIDITY

This Technical Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **13-Apr-2024**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED



M.I.Sohail
Manager - HR & Global Operations

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:		Date of Offer acceptance:	
Name :	Sriya Rai	Place :	

Annexure A

NAME : SRIYA RAI

DESIGNATION : TECHNICAL TRAINEE

Details	Monthly
Basic Stipend	15000
Commute Allowance	6200
Gross Stipend	**21200**
Employer Provident Fund (12% of Basic+TA)*	1800
Cost To Company (CTC)	**23000**

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic stipend per month as employer contribution and an equal amount will be deducted from your stipend as your contribution towards the fund.

Avantor-Campus Recruitment -Bridge Program'24

External

Inbox

Search for all messages with label Inbox

Remove label Inbox from this conversation

V

Vikramvarma Ravi

Tue, Mar 5, 2:45 PM

to me, Ashwin

Dear Sudha,

Greetings from Avantor!!!

We would like to thank you & your esteemed institution for partnering with us over the years. Our partnership has paved ways for some of the best talents to kickstart their career with A Global Leader in the Life Sciences Space-Avantor.

Please find the below list of shortlisted candidates and convey our congratulations to them !!!

S. No	Full Name	Email Address	Contact Number	Graduation Degree & Specialization	Role
1	Ayesha Siddiqha	siddiqhariyaz28@gmail.com	9043437355	BSc Mathematics	Customer Service
2	Abirami S	abiramiselvakumar348@gmail.com	9865572686	MSc Food Science and Nutrition	Customer Service
3	Manisha	manishamanisha2560@gmail.com	9600508928	B.Sc. Information Technology	Customer Service
4	Fathima Shana Z	fathimashana141103@gmail.com	8438031133	B. Sc. Mathematics	Customer Service
5	Harshini M	harshinimano3032004@gmail.com	9360146071	B.Voc Artificial Intelligent and Machine Learning	Customer Service
6	M.safeena	21urm011@avinuty.ac.in	9944122495	BBA (Retail management)	Customer Service
7	Sumidha J	sumidhajayan97@gmail.com	6383404769	B. Sc Computer Science	Customer Service
8	Amrin Luthufiya M	amrinluthufiya@gmail.com	9025710382	B. Voc(AI & ML)	Customer Service
9	S. HARSHA VARDHINI	harshavardhini0412@gmail.com	9360257476	M. Sc. Botany	Customer Service
10	Harini S	6harinis@gmail.com	9500748843	B.COM Computer Applications	Customer Service
11	Vinupriya S	vinupriya555003@gmail.com	9344225140	Biochemistry and biotechnology	Life Science
12	Shakthi Harini.V	shakthiharini12@gmail.com	8438022191	Biochemistry	Life Science
13	M.sowmiya	sowmiyamurugesan182@gmail.com	9150286450	M.Sc. Biochemistry	Life Science
14	Meghana Ramya . M	meghanamoorthi@gmail.com	8870331947	Biochemistry	Life Science
15	Boomika P	boomamenu2002@gmail.com	9865310120	Biochemistry	Life Science
16	Savitha Natarajan	20093ueb11@avinuty.ac.in	8667437771	Biomedical Instrumentation Engineering	Life Science

17	Vasantha Varshini A	vasanthavarshini06@gmail.com	7598015479	Biomedical Instrumentation Engineering	Life Science
18	Divya KP	divyapalaniswamy7@gmail.com	7200128333	Biomedical Instrumentation Engineering	Life Science
19	Sharmila.S	sharmilashams11@gmail.com	6385421889	Biomedical Instrumentation Engineering	Life Science
20	Preethi Shree L	20076ueb10@avinuty.ac.in	9566478772	Biomedical Instrumentation Engineering	Life Science
21	Kavya S P	vasanthikavya2002@gmail.com	9043551577	Biomedical Instrumentation Engineering	Life Science
22	Suvathi S	suvathisuresh7@gmail.com	9159825969	Biomedical Instrumentation Engineering	Life Science
23	Shruthika C	shruthikachandrasekaran@gmail.com	9715551199	Biomedical Instrumentation Engineering	Life Science

Thanks and Regards,

Vikram Varma Ravi
HR Talent Acquisition

VWR Lab Products Pvt Ltd
Rathinam Techno Park
Eachanari, Coimbatore-641 021

m +91 9976593844
vikramvarma.ravi@avantorsciences.com
settingscienceinmotion.com

Fun @ Fit Sports Educational Foundation.,

FUN @ FIT SPORTS
STAY FIT HAVE FUN

B.P.Ed

OFFER LETTER

...Coimbatore..... Date : 05/03/2024

.....

Dear ~~Mr/Mrs~~/Miss. VARSHAA B.

Further to the interview you had with us, we are pleased to offer you the position **"Physical Training Instructor (PTI)"** with **Fun @ Fit Sports Educational Foundation**. You are expected to join us on JUNE 2024.

This appointment is on the terms as discussed and agreed mutually during the course of the interview.

Your salary will be 2.65L per Annum (CTC).

Formal Appointment Letter with terms and conditions will be handed over to you upon joining and further completing the joining formalities.

Kindly find the attached **List of Documents** to be submitted at the time of joining.

Please note the term of your contract with **Fun @ Fit Sports Educational Foundation** will be for **one year.**

You will be on probation for a period of 3 months after which you will be offered the full time position, once the appraisal is over, conducted at three levels by your immediate Program Execution Manager & finally by the Regional Relationship Manager. We look forward to associating with you and hope your career with us will be mutually beneficial. As a token of acceptance of this offer kindly sign and return the duplicate copy of this offer letter to the HR Department.

Regards,

For FUN @ FIT SPORTS EDUCATIONAL FOUNDATION

FOUNDER/ MANAGING TRUSTEE

Head of Humar Resource Dept.

I _____ accept the offer mentioned herewith and under abide by it.

Date of acceptance : _____

Date of joining : _____

Signature : _____

No. 95 C, Abirami Garden, Opp. To Bus Stand, Vellalore, Coimbatore,
Tamil Nadu - 641111 | +91 7339500999 | +91 7339500888 | funatfitsports@gmail.com

Company Confidential

Fun @ Fit Sports Educational Foundation.,

FUN @ FIT SPORTS
STAY FIT HAVE FUN

B.P.Cd

OFFER LETTER

..Avinashilingam.....
.....Coimbatore.....

Date : 05/03/2024

Dear Mr/Mrs/Miss... Siddhu.S

Further to the interview you had with us, we are pleased to offer you the position "**Physical Training Instructor (PTI)**" with **Fun @ Fit Sports Educational Foundation**. You are expected to join us on June 2024.

This appointment is on the terms as discussed and agreed mutually during the course of the interview.

Your salary will be 2.70L per Annum (CTC).

Formal Appointment Letter with terms and conditions will be handed over to you upon joining and further completing the joining formalities.

Kindly find the attached **List of Documents** to be submitted at the time of joining.

Please note the term of your contract with **Fun @ Fit Sports Educational Foundation** will be for **one year.**

You will be on probation for a period of 3 months after which you will be offered the full time position, once the appraisal is over, conducted at three levels by your immediate Program Execution Manager & finally by the Regional Relationship Manager. We look forward to associating with you and hope your career with us will be mutually beneficial. As a token of acceptance of this offer kindly sign and return the duplicate copy of this offer letter to the HR Department.

Regards,

For FUN @ FIT SPORTS EDUCATIONAL FOUNDATION

FOUNDER/MANAGING TRUSTEE

Head of Human Resource Dept.

I _____ accept the offer mentioned herewith and under abide by it.

Date of acceptance : _____

Date of joining : _____

Signature : _____

No., 95 C, Abirami Garden, Opp. To Bus Stand, Vellalore, Coimbatore,
Tamil Nadu – 641 111 |+91 7339500999 |+91 7339500888 | funatfitsports@gmail.com

Company Confidential

Fun @ Fit Sports Educational Foundation.,

FUN @ FIT SPORTS
STAY FIT HAVE FUN

B. P. Ed

OFFER LETTER

....Avinashilingam.....
.....Coimbatore.....

Date : 05/03/24

Dear Mr/Mrs/Miss..SARANYA. S

Further to the interview you had with us, we are pleased to offer you the position **"Physical Training Instructor (PTI)"** with **Fun @ Fit Sports Educational Foundation**. You are expected to join us on ____June 2024____.

This appointment is on the terms as discussed and agreed mutually during the course of the interview.

Your salary will be ___2.65L_____ per Annum (CTC).

Formal Appointment Letter with terms and conditions will be handed over to you upon joining and further completing the joining formalities.

Kindly find the attached **List of Documents** to be submitted at the time of joining.

Please note the term of your contract with **Fun @ Fit Sports Educational Foundation** will be for **one year.**

You will be on probation for a period of 3 months after which you will be offered the full time position, once the appraisal is over, conducted at three levels by your immediate Program Execution Manager & finally by the Regional Relationship Manager. We look forward to associating with you and hope your career with us will be mutually beneficial. As a token of acceptance of this offer kindly sign and return the duplicate copy of this offer letter to the HR Department.

For FUN @ FIT SPORTS EDUCATIONAL FOUNDATION

Regards,

FOUNDER/MANAGING TRUSTEE

Head of Humar Resource Dept.

I _____ accept the offer mentioned herewith and under abide by it.

Date of acceptance : _____

Date of joining : _____

Signature : _____

No. 95 C, Abirami Garden, Opp.To Bus Stand, Vellalore, Coimbatore,
Tamil Nadu - 641 111 | +91 7339500999 | +91 7339500888 | funatfitsports@gmail.com

Company Confidential

Fun @ Fit Sports Educational Foundation.,

FUN @ FIT SPORTS
STAY FIT HAVE FUN

OFFER LETTER

B. P. Ed

Coimbatore

Date : 05/03/2024

Dear ~~Mr/Mrs~~/Miss. BOOMIKA . M

Further to the interview you had with us, we are pleased to offer you the position **"Physical Training Instructor (PTI)"** with **Fun @ Fit Sports Educational Foundation**. You are expected to join us on JUNE 2024.

This appointment is on the terms as discussed and agreed mutually during the course of the interview.

Your salary will be 2.65L per Annum (CTC).

Formal Appointment Letter with terms and conditions will be handed over to you upon joining and further completing the joining formalities.

Kindly find the attached **List of Documents** to be submitted at the time of joining.

Please note the term of your contract with **Fun @ Fit Sports Educational Foundation** will be for **one year.**

You will be on probation for a period of 3 months after which you will be offered the full time position, once the appraisal is over, conducted at three levels by your immediate Program Execution Manager & finally by the Regional Relationship Manager. We look forward to associating with you and hope your career with us will be mutually beneficial. As a token of acceptance of this offer kindly sign and return the duplicate copy of this offer letter to the HR Department.

Regards,

For FUN @ FIT SPORTS EDUCATIONAL FOUNDATION

FOUNDER/MANAGING TRUSTEE

Head of Humar Resource Dept.

I _____ accept the offer mentioned herewith and under abide by it.

Date of acceptance : _____

Date of joining : _____

Signature : _____

No. 95 C, Abirami Garden, Opp. To Bus Stand, Vellalore, Coimbatore,
Tamil Nadu – 641 111 | +91 7339500999 | +91 7339500888 | funatfitsports@gmail.com

Company Confidential

Fun @ Fit Sports Educational Foundation.,

FUN @ FIT SPORTS
STAY FIT HAVE FUN

B.P.Ed

OFFER LETTER

....Avinashilingam.....
.....Coimbatore.....

Date : 05/07/24

Dear Mr/Mrs/Miss....DEEPIKA

Further to the interview you had with us, we are pleased to offer you the position **"Physical Training Instructor (PTI)"** with **Fun @ Fit Sports Educational Foundation**. You are expected to join us on ____June 2024____.

This appointment is on the terms as discussed and agreed mutually during the course of the interview.

Your salary will be ____2.75L____per Annum (CTC).

Formal Appointment Letter with terms and conditions will be handed over to you upon joining and further completing the joining formalities.

Kindly find the attached **List of Documents** to be submitted at the time of joining.

Please note the term of your contract with **Fun @ Fit Sports Educational Foundation** will be for **one year.**

You will be on probation for a period of 3 months after which you will be offered the full time position, once the appraisal is over, conducted at three levels by your immediate Program Execution Manager & finally by the Regional Relationship Manager. We look forward to associating with you and hope your career with us will be mutually beneficial. As a token of acceptance of this offer kindly sign and return the duplicate copy of this offer letter to the HR Department.

Regards,

For FUN @ FIT SPORTS EDUCATIONAL FOUNDATION

P. Raj.

FOUNDER/MANAGING TRUSTEE

Head of Human Resource Dept.

I _____ accept the offer mentioned herewith and under abide by it.

Date of acceptance : _____

Date of joining : _____

Signature : _____

No. 95 C, Abirami Garden, Opp. To Bus Stand, Vellalore, Coimbatore,
Tamil Nadu – 641 111 | +91 7339500999 | +91 7339500888 | funatfitsports@gmail.com

Company Confidential

Fun @ Fit Sports Educational Foundation.,

FUN @ FIT SPORTS
STAY FIT HAVE FUN

B.P.Ed

OFFER LETTER

.....Avinashilingam.....
.....Coimbatore.....

Date : 05/03/2024

Dear Mr/Mrs/Miss...CHITRA.CHOLAI.T

Further to the interview you had with us, we are pleased to offer you the position **"Physical Training Instructor (PTI)"** with **Fun @ Fit Sports Educational Foundation**. You are expected to join us on ____June 2024____.

This appointment is on the terms as discussed and agreed mutually during the course of the interview.

Your salary will be ____2.75L____per Annum (CTC).

Formal Appointment Letter with terms and conditions will be handed over to you upon joining and further completing the joining formalities.

Kindly find the attached **List of Documents** to be submitted at the time of joining.

Please note the term of your contract with **Fun @ Fit Sports Educational Foundation** will be for **one year.**

You will be on probation for a period of 3 months after which you will be offered the full time position, once the appraisal is over, conducted at three levels by your immediate Program Execution Manager & finally by the Regional Relationship Manager. We look forward to associating with you and hope your career with us will be mutually beneficial. As a token of acceptance of this offer kindly sign and return the duplicate copy of this offer letter to the HR Department.

Regards,

For FUN @ FIT SPORTS EDUCATIONAL FOUNDATION

FOUNDER/MANAGING TRUSTEE

Head of Humar Resource Dept.

I _____ accept the offer mentioned herewith and under abide by it.

Date of acceptance : _____

Date of joining : _____

Signature : _____

No. 95 C, Abirami Garden, Opp. To Bus Stand, Vellalore, Coimbatore,
Tamil Nadu – 641 111 | +91 7339500999 | +91 7339500888 | funatfitsports@gmail.com

Company Confidential

Fun @ Fit Sports Educational Foundation.,

FUN @ FIT SPORTS
STAY FIT HAVE FUN

B.P.Ed

OFFER LETTER

Coimbatore.....
...Avinashilingam.....

Date : 05/03/2024

Dear ~~Mr/Mrs~~/Miss. ELAKKIYA.P

Further to the interview you had with us, we are pleased to offer you the position **"Physical Training Instructor (PTI)"** with **Fun @ Fit Sports Educational Foundation**. You are expected to join us on JUNE 2024.

This appointment is on the terms as discussed and agreed mutually during the course of the interview.

Your salary will be 2.75L per Annum (CTC).

Formal Appointment Letter with terms and conditions will be handed over to you upon joining and further completing the joining formalities.

Kindly find the attached **List of Documents** to be submitted at the time of joining.

Please note the term of your contract with **Fun @ Fit Sports Educational Foundation** will be for **one year.**

You will be on probation for a period of 3 months after which you will be offered the full time position, once the appraisal is over, conducted at three levels by your immediate Program Execution Manager & finally by the Regional Relationship Manager. We look forward to associating with you and hope your career with us will be mutually beneficial. As a token of acceptance of this offer kindly sign and return the duplicate copy of this offer letter to the HR Department.

Regards,

For FUN @ FIT SPORTS EDUCATIONAL FOUNDATION

FOUNDER/MANAGING TRUSTEE

Head of Humar Resource Dept.

I _____ accept the offer mentioned herewith and under abide by it.

Date of acceptance : _____

Date of joining : _____

Signature : _____

No. 95 C, Abirami Garden, Opp. To Bus Stand, Vellalore, Coimbatore,
Tamil Nadu - 641 111 | +91 7339500999 | +91 7339500888 | funatfitsports@gmail.com

Company Confidential

Fun @ Fit Sports Educational Foundation.,

FUN @ FIT SPORTS
STAY FIT HAVE FUN

OFFER LETTER

B. P.Ed

Coimbatore

Date : 05/03/2024

Avinashilingam

Dear ~~Mr/Mrs~~/Miss. PRIYANKA

Further to the interview you had with us, we are pleased to offer you the position **"Physical Training Instructor (PTI)"** with **Fun @ Fit Sports Educational Foundation**. You are expected to join us on JUNE 2024.

This appointment is on the terms as discussed and agreed mutually during the course of the interview.

Your salary will be 2,651 per Annum (CTC).

Formal Appointment Letter with terms and conditions will be handed over to you upon joining and further completing the joining formalities.

Kindly find the attached **List of Documents** to be submitted at the time of joining.

Please note the term of your contract with **Fun @ Fit Sports Educational Foundation** will be for **one year.**

You will be on probation for a period of 3 months after which you will be offered the full time position, once the appraisal is over, conducted at three levels by your immediate Program Execution Manager & finally by the Regional Relationship Manager. We look forward to associating with you and hope your career with us will be mutually beneficial. As a token of acceptance of this offer kindly sign and return the duplicate copy of this offer letter to the HR Department.

Regards,

For FUN @ FIT SPORTS EDUCATIONAL FOUNDATION

P. Dof.

FOUNDER/ MANAGING TRUSTEE

Head of Humar Resource Dept.

I _____ accept the offer mentioned herewith and under abide by it.

Date of acceptance : _____

Date of joining : _____

Signature : _____

No. 95 C, Abirami Garden, Opp. To Bus Stand, Vellalore, Coimbatore,
Tamil Nadu – 641 111 | +91 7339500999 | +91 7339500888 | funatfitsports@gmail.com

Company Confidential

RP - Sanjiv Goenka Group
Growing Legacies

firstsource

March 12, 2024

Dear Menaka,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of CSA at the company's Chennai office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs4,700.00
Special Allowance / FBP	Rs2,302.00
House Rent Allowance	Rs2,350.00
Conveyance	Rs1,600.00
Medical	Rs1,500.00
Statutory Bonus	Rs2,095.00
GROSS SALARY	Rs14,547.00
PF (12% of Basic) – Co. Contribution	Rs564.00
Gratuity(4.8% of Basic)*	Rs226.00
ESI (3.25% of Gross) - Co. Contribution	Rs473.00
RETIRALS	Rs1,263.00
FIXED SALARY (p.m.)	Rs15,810.00
FIXED SALARY (p.a.)	Rs189,720.00
Performance Pay (p.a)**	Rs6,000.00
TOTAL ANNUAL CTC (p.a)	Rs195,720.00

A. Statutory Applicability and other Allowances:

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

B. Appointment Details:

Date of joining	March 18, 2024

Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies.

You will be given an appointment letter with the terms and conditions of your employment if you accept this offer and are appointed in the Company.

Your appointment in the Company is subject to the submission of documents as requested and a successful background verification check which will be conducted by the Company.

This offer is valid till March 18, 2024 from the date of issue for your acceptance and will be rescinded by the Company in the absence of acceptance by you.

We hope that your association with the Company will be a long and fruitful one.

Thanking You,

For Firstsource Solutions Limited

Anshul Bhargava

Global Head – Human Resources

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1830896

Letter of Intent ("LOI")

March 18, 2024

Dear Shajina G,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Shajina G, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1830896

Letter of Intent ("LOI")

March 18, 2024

Dear Shajina G,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Shajina G, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1830848

Letter of Intent ("LOI")

March 18, 2024

Dear Vishnu Durga S,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Vishnu Durga S, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1830848

Letter of Intent ("LOI")

March 18, 2024

Dear Vishnu Durga S,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Vishnu Durga S, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Shijitha BMI Engineering <shijitha_bmie@avinuty.ac.in>

Fwd: Capgemini congratulates you on your selection

2 messages

Aasic Sowganthika S Avinuty <20001ueb01@avinuty.ac.in> Tue, Mar 19, 2024 at 11:09 AM
To: Shijitha BMI Engineering <shijitha_bmie@avinuty.ac.in>

---------- Forwarded message ---------
From: **Capgemini via Superset** <notifications@joinsuperset.com>
Date: Mon, 18 Mar, 2024, 7:26 pm
Subject: Capgemini congratulates you on your selection
To: <20001ueb01@avinuty.ac.in>



Most Ethical Company - Eight times in a row

Were highly- rated on Glassdoor

Capgemini Research Institute ranked #1

Our gender balance initiatives

Our global client stories

Dear AASICSOWGANTHIKA SENTHILKUMAR,

At Capgemini, we work with the worlds leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of submitting the documents.

Note: The statement regarding Training Agreement in the Disclaimer at Offer Acceptance Stage is not applicable for the role you have been selected.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Mar 25, 2024 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo

- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- 2 Government ID Proofs (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets (If applicable)
- Diploma Certificate (If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate* (If applicable)

IMPORTANT: It is mandate for the new joiners to have their **E-Aadhaar Card available during the onboarding process**. Please download your recent E-Aadhaar (not older than 6 months) from this link https://myaadhaar.uidai.gov.in/genricDownloadAadhaar.

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : Click here to see the Example

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : Click here to see the Example

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : Click here to see the Example

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : Click here to see the Example

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

University Relations and Hiring Team

Go to Offer Page

Capgemini

Stay Connected. Stay Updated.

Click here to view the recruitment disclaimer.

To view our candidate privacy notification please click here

The information contained in this message is strictly internal and confidential.
Copyright 2023. All rights reserved by Capgemini.

Shijitha BMI Engineering <shijitha_bmie@avinuty.ac.in> Tue, Mar 19, 2024 at 12:25 PM
To: placement au <placementaufe@gmail.com>

[Quoted text hidden]

--

with regards,

Dr. Shijitha R,

Assistant Professor,
Department of Biomedical Instrumentation Engineering,
School of Engineering,
Avinashilingam Institute for Home Science and Higher Education for Women,
Coimbatore,
Ph:9789402255

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4844562

Letter of Intent ("LOI")

March 18, 2024

Dear Alphana Babu,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Alphana Babu, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4844562

Letter of Intent ("LOI")

March 18, 2024

Dear Alphana Babu,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Alphana Babu, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4782314

Letter of Intent ("LOI")

March 18, 2024

Dear Pavilaa,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Pavilaa , Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4782314

Letter of Intent ("LOI")

March 18, 2024

Dear Pavilaa,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Pavilaa , Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4798963

Letter of Intent ("LOI")

March 18, 2024

Dear Priyanka,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Priyanka , Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4798963

Letter of Intent ("LOI")

March 18, 2024

Dear Priyanka,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Priyanka , Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4856832

Letter of Intent ("LOI")

March 18, 2024

Dear Srinithi Vasudevan,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Srinithi Vasudevan, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4856832

Letter of Intent ("LOI")

March 18, 2024

Dear Srinithi Vasudevan,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Srinithi Vasudevan, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4842553

Letter of Intent ("LOI")

March 18, 2024

Dear varsha senthilkumar,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

varsha senthilkumar, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4842553

Letter of Intent ("LOI")

March 18, 2024

Dear varsha senthilkumar,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

varsha senthilkumar, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4856587

Letter of Intent ("LOI")

March 18, 2024

Dear Vipisha Moorthy,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Vipisha Moorthy, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 4856587

Letter of Intent ("LOI")

March 18, 2024

Dear Vipisha Moorthy,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company).
You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later.
Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.

B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.

C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.

D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

E Pre-onboarding training Program and Terms & Conditions of the LOI

1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

applicable) information provided by you is verified, therefore you are subject to a detailed document verification as per the Company process of the document set submitted by you as per Annexure 2

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks before and during your tenure in Capgemini and by accepting this LOI you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

2. Pre-onboarding Training Program: This may also include pre-onboarding training programs as may be applicable to you and that may be a combination of trainings, assessments, working on client projects & assignments. Post issuance and acceptance of this LOI, you will be communicated appropriately about the pre-onboarding training program you have to successfully complete within stipulated time as per the Company expectations and parameters. By accepting this LOI, you agree to adhere to the terms and conditions of the training program as communicated to you by the Company. Further, please be advised that the Company may consider issuance of Employment Offer Letter **("Offer")** based on your performance in the assigned pre-onboarding training program and as per the business requirements.

F Post successful completion of your pre-onboarding training program, final semester degree/ diploma examination and as per the Company's business requirements you will be eligible (Subject to Clause E) for the final Offer. You agree and acknowledge that the final Offer shall be subject to: -

1. Your successful completion of all curricular requirements within the stipulated timeframe, as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ timeline/ grade/ rank/ class as determined by Capgemini.
2. All the eligibility requirements laid down by Capgemini as mentioned during the recruitment process.
3. The business and skill requirement of the Company.
4. The date of joining and the location of your employment will be purely based on business requirements of Capgemini and the skill set as assessed by Capgemini.
5. The location of your initial reporting, post-onboarding training and the date of your joining for the same would be communicated to you in due course of time. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.

Note 1: Your employment with Capgemini will be conclusive on you executing the Offer with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini. Post your onboarding with the Company, you may be required to (i) work on any client or Capgemini project(s) that are assigned to you from time-to-time, (ii)on any technical platforms/skills and or work in shifts as per the requirement of project/assignment/client (including night shifts).

Note 2: After commencement of employment you will be on probation for a period of six months from your date of joining and subject to the probation policy of the Company your employment will be confirmed. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period. Capgemini reserves the right to decide the continuance of your further

training and your employment depending on your performance in its opinion.

G The Company reserves the rights to withdraw and/or cancel your candidature, in case of the following circumstances:

1. Any active backlog in your academics discovered pre or post Onboarding training commencement.
2. In case the Company discovers any fraudulent means/ malpractice/ misrepresentation/ concealment of information by you during the interview process/ pre-onboarding training program or the recruitment process to seek employment including but not limited to misrepresentation of information/ forging or fabrication of documents in resume/ academic score sheet or documents submitted, malpractice during the assessment and or interview process etc.
3. Any delay in submitting any of the documents/requirements for completion of any verification process (pre-onboarding or pre-offer) as required by the Company within the stipulated timelines
4. For not agreeing to the project/assignment/location assigned by the Company or seeking change in onboarding/ training/ work location and/or delaying/ deferring the onboarding due to any reasons/ preferences whatsoever which further leads to no Offer from the Company
5. Disobedience by you to any of the mentioned Terms and Conditions in the LOI
6. Any act or omission which is in violation of any Company policy.

H This is a highly Confidential and Private document. You are required to treat this LOI and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

I You agree and acknowledge that this LOI should not be construed as an offer of employment from Capgemini or any promise thereto. Subject to the terms of this LOI the Company may at any time, at our discretion, revoke this LOI.

We would request you to review the above terms and let us know if they are acceptable to you, within the acknowledgment deadline from the date of the issuance of this LOI (the details as would be mentioned on the portal used for the said purpose).

If you have any questions, please click here.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

This is a computer-generated document. No signature is required. This document is containing confidential information.

ANNEXURE 1

Vipisha Moorthy, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance
I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, marksheets upto 6th Semester
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

Vasanthi. R.

Rndsoft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
1 85264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 3
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

R. Aswathi

Rnd Soft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
5264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 389
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

Divyadarshini.

Rnd soft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
+91 85264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 3899000099
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

Yuva Priya.

Rndsoft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

S. Bruntha devi

Rnd soft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Yazhini. P

Rnd soft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
Tel : +91 85264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 3899000099
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

Rndsoft
An ISO Certified Company

Bhavadharani. M.

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Gokila . R.

Rnd soft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Harini Joice .M

Rnd soft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
Tel : +91 85264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 3899000099
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

Rnd soft
An ISO Certified Company

Iswaryalakshmi. S.

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Rndsoft
An ISO Certified Company

Jagadanan1. S.

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
Tel : +91 85264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 3899000099
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

Scanned with CamScanner

Rndsoft
An ISO Certified Company

PRITHIKA . M.

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
Tel : +91 85264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 3899000099
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

Saranya .J.

Rndsoft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Rnd soft
An ISO Certified Company

SHALINI. R.

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

L. Subha Harini

Rnd soft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Rndsoft
An ISO Certified Company

Dharani.K.

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Rndsoft
An ISO Certified Company

M. Kavya.

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
Tel : +91 85264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 3899000099
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

P. Yashika

Rndsoft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

A. Gunavathi

Rnd soft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

G. Tharani

Rndsoft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
Tel : +91 85264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 3899000099
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

D. Parinaladevi

Rndsoft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

R. Sathiyapriya.

Rndsoft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Rndsoft
An ISO Certified Company

Rooba . N

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Rnd soft
An ISO Certified Company

Hanaa Tharwa. K.

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
Tel : +91 85264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 3899000099
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

K. Saranya.

Rnd soft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Sri Varjitha . K . S.

Rnd soft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

SHAKTHI MATHI. A

Rnd soft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Rndsoft
An ISO Certified Company

RUDRADHARASHINI. J.

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

VAISHIKA · D·P

Rndsoft
An ISO Certified Company

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
Tel : +91 85264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 3899000099
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

Rndsoft
An ISO Certified Company

AGILANDESWARI.N

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

RND SOFTECH PRIVATE LIMITED
S.F.No : 274/4, Anna Private Industrial Estate, Vilankurichi Road, Coimbatore - 641 035, India.
Tel : +91 85264 44408, 85264 44409, CIN : U72200TZ1998PTC008407, GSTIN : 33AABCR4136Q1Z5, IECN : 3899000099
Email : info@rndsoftech.com, Visit us at : www.rndsoftech.com

Rndsoft
An ISO Certified Company

SHALINI.P

PROVISIONAL OFFER LETTER

We are pleased to offer you the provisional offer letter at our company subject to the successful completion of the following criteria.

1. Verification of this offer letter with our records
2. Verification of educational qualification.
3. Background verification(as required)
4. Final Evaluation for Role determination

We request you to walk-in to our office any day with this offer letter and you will be placed in any of the below roles.

S.No	Role	Annual CTC
1	Trainee	154368
2	Entry Level	215916
3	Patient Caller	274548

Please note this provisional offer will guarantee employment at RND Soft if the required criteria are successfully met. This provisional offer letter is valid for a period of 6 months.

We are very excited about the prospect of you joining our team and look forward to working with you.

For RndSoftech Private Limited

AGM – HR
March 08, 2024

Shortlisted Candidates - Avinashilingam College

External

Inbox

Search for all messages with label Inbox

Remove label Inbox from this conversation

Mohamed Fazil K <mohamedfazil@parkglobalhr.com> Fri, Mar 22, 1:03 PM (3 days ago)

to me, Paul, Apsana, Hajamydheen

Hi Sudha,

As per our phone discussion, we have 10 shortlisted candidates from Avinashiligam. We kindly request the candidates to join us immediately as per the requirements.
The candidates can be employed as interns until they complete their graduation, after which they can be converted into full-time employment.

Note: We can also grant leaves during their examinations.

Paid Internship : 10K + PF + ESI
Full time employment : 2.4 LPA – 3LPA

List of Shortlisted candidates:

S.no	Name	Contact	Email	College	
1	Amrin Luthufiya M	9025710382	amrinluthufiya@gmail.com	Avinashilingam College	Bachelors of Vocation artificial Intelligence & machine learning
2	Harshini C	8667648920	harshinic2604@gmail.com	Avinashilingam College	Bachelors of Vocation artificial Intelligence & machine learning
3	Saranya J	8056349801	saranyajaganathan5@gmail.com	Avinashilingam College	BSc Computer Science
4	Aafiya Farveen	7904901030	aaffiya.work@gmail.com	Avinashilingam College	Bachelors of Vocation artificial Intelligence & machine learning
5	Oviya	6383963593	oviyakokila04@gmail.com	Avinashilingam College	Bachelors of Vocation artificial Intelligence & machine learning
6	Haripriya S	8428133479	haripriyahp501@gmail.com	Avinashilingam College	BSc. Biochemistry & Biotechnology
7	Unnamalai M	9345607078	unna3031@gmail.com	Avinashilingam College	Bachelors of Vocation artificial Intelligence & machine learning
8	Priyanka S	9677930076	priyankasundarraj2003@gmail.com	Avinashilingam College	Bachelors of Vocation artificial Intelligence & machine learning

9	Gokila R	80565 58377	gokilaramesh04@gmail.com	Avinashilingam College	BSc Computer Science
10	Miskathul jannath	75300 48272	miskathul0727@gmail.com	Avinashilingam College	Bachelors of Vocation artificial Intelligence & machine learning

Regards,
Fazil | Team Manager - Talent Acquisition & BD
Park Global HR Services

Opp.to CMC Signal,Avinashi Road,
Peelamedu, Coimbatore-641014.
Tel :0422 6610600
www.park-group.com

Cotiviti - Final Result - Reg

Inbox
Search for all messages with label Inbox
Remove label Inbox from this conversation

Dr. NGP i Tech - Placement Thu, Mar 28, 9:45 AM (4 days ago)

to Placement, university, placement, deanciii.kitcbe, placement.director, Industry, Sasi, placements

Dear All,

Name	Email	Phone	College Name	Highest Qualification	Final Offer status
Bhavatharani Mani	bhavatharanimani05@gmail.com	6369153264	Avinashilingam Institute for Science and Higher Education for Women	Msc Food Science & Nutrition,	Select
Yamunadevi subramani	yamunasubramani1412@gmail.com	9360375057	Avinashilingam Institute for Science and Higher Education for Women	Msc Food Science & Nutrition,	Select
Dakshinya P.R	ramaswamydakshinya@gmail.com	6383331652	Avinashilingam Institute for Science and Higher Education for Women	Msc. Food & Nutrition	Select
Savitha Natarajan	20093ueb11@avinuty.ac.in	91-8667437771	Avinashilingam Institute for Science and Higher Education for Women	BE Biomedical & Instrumentation Engineering	Select
kanishka krishnamoorthy	kanishkakrishnamoorthy23@gmail.com	9025848308	Avinashilingam Institute for Science and Higher Education for Women	BE Food Processing Preservation Technology	Select
Sindhu Sundararaj	ssindhu0509@gmail.com	8012682297	Avinashilingam Institute for Science and Higher Education for	M.sc Food science and nutrition	Select

			Women		
Keerthana Radhakrishnan	keerthanaradhakrishnan1106@gmail.com	91-7548839739	Avinashilingam Institute for Science and Higher Education for Women	Msc.Biotech	Select
Abirami Elangovan	abiramielangovan2001@gmail.com	91-7530004799	Avinashilingam Institute for Science and Higher Education for Women	M.sc Zoology	Select

Thanks &
Regards,

Dr. K.P.
SAI PRADEEP
, M.E., Ph.D
Director - Placements
M:
97903 85593

Dr.N.G.P. Institute of Technology

(An Autonomous Institution) | Coimbatore

(
Accredited by NAAC "A+" & NBA (CSE, ECE, EEE, BME & MECH
))
[**An Institution of Dr NGP Research and Educational Trust**]
T:
0422 - 2369112
| **W:**
www.drngpit.ac.in

List of candidates selected form Avinashilingam University Department of Physical Education

External

Inbox

Search for all messages with label Inbox

Remove label Inbox from this conversation

Abraham Mathew P **<abraham.mathew@sportzvillage.com>** Thu, Mar 28, 12:04 PM (4 days ago)

to me, hod_phyedn, b, ramachandran, shweta, ashok.kumar, nauzar.tata

Respected Mam,

Please find the details of the students selected from your university to join SportzVillage for work. We will be sharing the Letter of intent for each of the selected candidates (7 candidates). Their, salary, date of joining and location will be discussed and closed at a later date.

Please do let us know when they will complete their final exams so that we can plan the date of joining and the final location and salary offer for them.

There are an additional 10 candidates for whom we would want to do one more round of interviews over the phone. I with the support of Suresh, who is the Manager in Coimbatore will coordinate with you for conducting these interviews.

Please do let us know if there are any clarifications required.

University	Candidate Name	Course	Status
Avinashilingam University	Pavithra Lakshmi S	B.Ped	Selected
Avinashilingam University	Iswarya M	B.Ped	Selected
Avinashilingam University	Vennila R	B.Ped	Selected
Avinashilingam University	Keerthana k Soman	B.Ped	Selected
Avinashilingam University	S. Saranya	B.Ped	Selected
Avinashilingam University	Rajani Priya	B.Ped	Selected
Avinashilingam University	Priyanka	B.Ped	Selected
Avinashilingam	B Varshaa	B.Ped	Hold - Will have one more telephonic

University			interview
Avinashilingam University	Elakkiya P	B.Ped	Hold - Will have one more telephonic interview
Avinashilingam University	R Harini	B.Ped	Hold - Will have one more telephonic interview
Avinashilingam University	Anuprabha V	B.Ped	Hold - Will have one more telephonic interview
Avinashilingam University	Komathi R	B.Ped	Hold - Will have one more telephonic interview
Avinashilingam University	Suba Priya	B.Ped	Hold - Will have one more telephonic interview
Avinashilingam University	Thanga Pradeepa J	B.Ped	Hold - Will have one more telephonic interview
Avinashilingam University	Suvetha P	B.Ped	Hold - Will have one more telephonic interview
Avinashilingam University	Boomika M	B.Ped	Hold - Will have one more telephonic interview
Avinashilingam University	Sindhu Sakthivel	B.Ped	Hold - Will have one more telephonic interview

Abraham Mathew P
Senior Manager, Human Resource
Sportz Village Group
9900096438

Date: 2nd April 024

Dear Bhavana G,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation**. Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

processes of the company.

4. **Other Benefits**. Upon you joining the Company, you will be positioned as Grade **JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you, and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations, and conditions of service of that location.

7. **Time Zones**: You shall be present in the office during normal working hours or in shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.

8. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

9. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.

11. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving Two (2) month notice in writing or Two (2) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

12. On being given with final offer letter and you accepting the same and joining Movate you must sign a "24-month service agreement" which will be effective, from the first day of your employment with Movate.

13. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be inforce. Only

those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

The date of joining shall be communicated in a separate e-mail. As a token of acceptance, please send the signed copy of this offer letter to **Vignesh.sekar01@movate.com** within 2 business days from the date of receipt of this offer letter.

For Movate Technologies Private Limited



Padma Jayaraman

Associate Director, Campus and Institutional Alliances

Annexure 1 – Salary Working & Benefits

Annexure 2 – Documents to be Submitted

DECLARATION

1. I understand and agree that my selection shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances my conditional offer gets annulled, and I will not be considered for future employment with Movate and would not receive any certifications provided by Movate.

2. I understand that on joining Movate as an employee, I may be posted to any location within India, as per business requirements of Movate. I further understand that the decision taken by Movate in this regard would be final and binding on me.

3. I understand that Movate functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of Movate.

4. I understand on joining Movate as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with Movate.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied except as otherwise stated in this offer letter. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that thisoffer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Candidate Signature of Acceptance: 

Date : 04/04/2024

Annexure1				
Salary Working				
Name:	**Bhavana G**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.				
*** Payable as per shift allowance guidelines				

Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY :

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials :
   1) All Semester Mark Sheet (or) Consolidated Mark Sheet
   2) Provisional Certificate
   3) Degree Certificate
   4) Photocopies of Certifications if any

2. Recent Colour Photographs
   1) Passport size photographs – 4 Numbers for self
   2) Stamp size photographs – 2 Numbers for self

3. Personal details
   1) Copy of Valid Passport and Valid Visas (Not Mandatory)
   2) Copy of PAN Card
   3) Copy of Aadhar Card / Address proof
   4) Details of immediate family members (name and Date of birth) for Medical Insurance

4. Signed Copy of Appointment Letter

Date: 1st April 2024

Dear Harini S,

Welcome to Movate Technologies Private Limited (hereinafter "Movate" / "the Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business towardachieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining Movate, you would be designated as **Trainee**. Please read theseTerms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,40,000/-**(Two Lakh Forty Thousand Only) per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,16,000/-** (Rupees Two Lakhs and Sixteen Thousand Only).

3. **Annual Variable Compensation**. Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs.24,000/-**(Twenty Four Thousand Only).The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade ofemployee and at the percentage mentioned in the Employee Handbook which you can access in Company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company'sintranet and get familiar with all the applicable policies and processes of the Company.

4. **Other Benefits**. Upon joining the Company, you will be positioned as **Grade JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, do refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) email address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

9. **Time Zones:** You shall be present in the office during shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.

10. **Transport Facility:** In accordance with the Company's policy, Company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.

11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 13.

12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving 15 days' notice in writing or 15 days gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Thirty (30) days written notice or One (1) month gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you.

15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.

16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy with regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.

17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.

18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Noncompliance to return of Company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.

19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the Company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.

20. **Work Done for Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.

22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.

23. **Termination for breach:** Company reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.

24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.

25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.

26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.

27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

The date of joining shall be communicated in a separate e-mail. As a token of acceptance, please send the signed copy of this offer letter to **Vignesh.sekar01@movate.com** within 2 business days from the date of receipt of this offer letter.

For Movate Technologies Private Limited



Padma Jayaraman
Associate Director, Campus and Institutional Alliances

Annexure 1 – Salary Working & Benefits

Annexure 2 – Documents to be Submitted

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied except as otherwise stated in this offer letter. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that thisoffer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Candidate Signature of Acceptance:

Date :

Annexure 1 - Salary Working			
Name: Harini S			
Designation :Trainee		**Grade:**	**JL1B**
Guaranteed Compensation	**Explanatory Notes**	**Monthly**	**Annual**
Basic Pay	30% of TGC	5,960	71,520
House Rent Allowance	50% of Basic Pay	2,980	35,760
Statutory Bonus	As per the Act	1,192	14,304
Special Allowance*	Balancing Component	7,279	76,637
Statutory Component			
Provident Fund (Employer Contribution)	As per the Act	1,482	17,779
Total Guaranteed Compensation (TGC)		**19,343**	**2,16,000**
Variable Component			
Variable Performance Pay**			**24,000**
Gross Cost to Company (CTC)			**2,40,000**
Benefits			
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)			300,000
Group Personal Accidental Cover (GPA)			1,500,000
Group Term Life Insurance Cover (GTL)			1,500,000
Employee Direct Linked Insurance Cover (EDLI)			705,000
Gratuity as per prevailing rules			
Leave Encashment upon exit up to	45 days Basic		
Explanatory Notes			
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.			

Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY :

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials :
   1) All Semester Mark Sheet (or) Consolidated Mark Sheet
   2) Provisional Certificate
   3) Degree Certificate
   4) Photocopies of Certifications if any

2. Recent Colour Photographs
   1) Passport size photographs – 4 Numbers for self
   2) Stamp size photographs – 2 Numbers for self

3. Personal details
   1) Copy of Valid Passport and Valid Visas (Not Mandatory)
   2) Copy of PAN Card
   3) Copy of Aadhar Card / Address proof
   4) Details of immediate family members (name and Date of birth) for Medical Insurance

4. Signed Copy of Appointment Letter

Date: 1st April 2024

Dear Keerthana k,

Welcome to Movate Technologies Private Limited (hereinafter "Movate" / "the Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business towardachieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining Movate, you would be designated as **Trainee**. Please read theseTerms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,40,000/-**(Two Lakh Forty Thousand Only) per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,16,000/-** (Rupees Two Lakhs and Sixteen Thousand Only).

3. **Annual Variable Compensation**. Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs.24,000/-**(Twenty Four Thousand Only).The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade ofemployee and at the percentage mentioned in the Employee Handbook which you can access in Company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company'sintranet and get familiar with all the applicable policies and processes of the Company.

4. **Other Benefits**. Upon joining the Company, you will be positioned as **Grade JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, do refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) email address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

9. **Time Zones:** You shall be present in the office during shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.

10. **Transport Facility:** In accordance with the Company's policy, Company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.

11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 13.

12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving 15 days' notice in writing or 15 days gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Thirty (30) days written notice or One (1) month gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you.

15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.

16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy with regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.

17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.

18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Noncompliance to return of Company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.

19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the Company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.

20. **Work Done for Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.

22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.

23. **Termination for breach:** Company reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.

24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.

25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.

26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.

27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

The date of joining shall be communicated in a separate e-mail. As a token of acceptance, please send the signed copy of this offer letter to **Vignesh.sekar01@movate.com** within 2 business days from the date of receipt of this offer letter.

For Movate Technologies Private Limited



Padma Jayaraman
Associate Director, Campus and Institutional Alliances

Annexure 1 – Salary Working & Benefits

Annexure 2 – Documents to be Submitted

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied except as otherwise stated in this offer letter. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that thisoffer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Candidate Signature of Acceptance:

Date :

Annexure 1 - Salary Working			
Name: Keerthana k			
Designation :Trainee		**Grade:**	**JL1B**
Guaranteed Compensation	**Explanatory Notes**	**Monthly**	**Annual**
Basic Pay	30% of TGC	5,960	71,520
House Rent Allowance	50% of Basic Pay	2,980	35,760
Statutory Bonus	As per the Act	1,192	14,304
Special Allowance*	Balancing Component	7,279	76,637
Statutory Component			
Provident Fund (Employer Contribution)	As per the Act	1,482	17,779
Total Guaranteed Compensation (TGC)		**19,343**	**2,16,000**
Variable Component			
Variable Performance Pay**			**24,000**
Gross Cost to Company (CTC)			**2,40,000**
Benefits			
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)			300,000
Group Personal Accidental Cover (GPA)			1,500,000
Group Term Life Insurance Cover (GTL)			1,500,000
Employee Direct Linked Insurance Cover (EDLI)			705,000
Gratuity as per prevailing rules			
Leave Encashment upon exit up to	45 days Basic		
Explanatory Notes			
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.			

Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY :

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials :
   1) All Semester Mark Sheet (or) Consolidated Mark Sheet
   2) Provisional Certificate
   3) Degree Certificate
   4) Photocopies of Certifications if any

2. Recent Colour Photographs
   1) Passport size photographs – 4 Numbers for self
   2) Stamp size photographs – 2 Numbers for self

3. Personal details
   1) Copy of Valid Passport and Valid Visas (Not Mandatory)
   2) Copy of PAN Card
   3) Copy of Aadhar Card / Address proof
   4) Details of immediate family members (name and Date of birth) for Medical Insurance

4. Signed Copy of Appointment Letter

Date: 1st April 2024

Dear M.Haripriya,

Welcome to Movate Technologies Private Limited (hereinafter "Movate" / "the Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business towardachieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining Movate, you would be designated as **Trainee**. Please read theseTerms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,40,000/-**(Two Lakh Forty Thousand Only) per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,16,000/-** (Rupees Two Lakhs and Sixteen Thousand Only).

3. **Annual Variable Compensation**. Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs.24,000/-**(Twenty Four Thousand Only).The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade ofemployee and at the percentage mentioned in the Employee Handbook which you can access in Company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company'sintranet and get familiar with all the applicable policies and processes of the Company.

4. **Other Benefits**. Upon joining the Company, you will be positioned as **Grade JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, do refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) email address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

9. **Time Zones:** You shall be present in the office during shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.

10. **Transport Facility:** In accordance with the Company's policy, Company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.

11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 13.

12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving 15 days' notice in writing or 15 days gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Thirty (30) days written notice or One (1) month gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you.

15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.

16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy with regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.

17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.

18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Noncompliance to return of Company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.

19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the Company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.

20. **Work Done for Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.

22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.

23. **Termination for breach:** Company reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.

24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.

25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.

26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.

27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

The date of joining shall be communicated in a separate e-mail. As a token of acceptance, please send the signed copy of this offer letter to **Vignesh.sekar01@movate.com** within 2 business days from the date of receipt of this offer letter.

For Movate Technologies Private Limited



Padma Jayaraman
Associate Director, Campus and Institutional Alliances

Annexure 1 – Salary Working & Benefits

Annexure 2 – Documents to be Submitted

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied except as otherwise stated in this offer letter. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that thisoffer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Candidate Signature of Acceptance:

Date :

Annexure 1 - Salary Working			
Name: M.Haripriya			
Designation :Trainee		**Grade:**	**JL1B**
Guaranteed Compensation	**Explanatory Notes**	**Monthly**	**Annual**
Basic Pay	30% of TGC	5,960	71,520
House Rent Allowance	50% of Basic Pay	2,980	35,760
Statutory Bonus	As per the Act	1,192	14,304
Special Allowance*	Balancing Component	7,279	76,637
Statutory Component			
Provident Fund (Employer Contribution)	As per the Act	1,482	17,779
Total Guaranteed Compensation (TGC)		**19,343**	**2,16,000**
Variable Component			
Variable Performance Pay**			**24,000**
Gross Cost to Company (CTC)			**2,40,000**
Benefits			
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)			300,000
Group Personal Accidental Cover (GPA)			1,500,000
Group Term Life Insurance Cover (GTL)			1,500,000
Employee Direct Linked Insurance Cover (EDLI)			705,000
Gratuity as per prevailing rules			
Leave Encashment upon exit up to	45 days Basic		
Explanatory Notes			
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.			

Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY :

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials :
   1) All Semester Mark Sheet (or) Consolidated Mark Sheet
   2) Provisional Certificate
   3) Degree Certificate
   4) Photocopies of Certifications if any

2. Recent Colour Photographs
   1) Passport size photographs – 4 Numbers for self
   2) Stamp size photographs – 2 Numbers for self

3. Personal details
   1) Copy of Valid Passport and Valid Visas (Not Mandatory)
   2) Copy of PAN Card
   3) Copy of Aadhar Card / Address proof
   4) Details of immediate family members (name and Date of birth) for Medical Insurance

4. Signed Copy of Appointment Letter

Date: 1st April 2024

Dear Nandhini S,

Welcome to Movate Technologies Private Limited (hereinafter "Movate" / "the Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business towardachieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining Movate, you would be designated as **Trainee**. Please read theseTerms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,40,000/-**(Two Lakh Forty Thousand Only) per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,16,000/-** (Rupees Two Lakhs and Sixteen Thousand Only).

3. **Annual Variable Compensation**. Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs.24,000/-**(Twenty Four Thousand Only).The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade ofemployee and at the percentage mentioned in the Employee Handbook which you can access in Company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company'sintranet and get familiar with all the applicable policies and processes of the Company.

4. **Other Benefits**. Upon joining the Company, you will be positioned as **Grade JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, do refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) email address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

9. **Time Zones:** You shall be present in the office during shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.

10. **Transport Facility:** In accordance with the Company's policy, Company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.

11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 13.

12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving 15 days' notice in writing or 15 days gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Thirty (30) days written notice or One (1) month gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you.

15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.

16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy with regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.

17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.

18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Noncompliance to return of Company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.

19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the Company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.

20. **Work Done for Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.

22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.

23. **Termination for breach:** Company reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.

24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.

25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.

26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.

27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

The date of joining shall be communicated in a separate e-mail. As a token of acceptance, please send the signed copy of this offer letter to **Vignesh.sekar01@movate.com** within 2 business days from the date of receipt of this offer letter.

For Movate Technologies Private Limited



Padma Jayaraman
Associate Director, Campus and Institutional Alliances

Annexure 1 – Salary Working & Benefits

Annexure 2 – Documents to be Submitted

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied except as otherwise stated in this offer letter. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that thisoffer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Candidate Signature of Acceptance:

Date :

Annexure 1 - Salary Working			
Name: Nandhini S			
Designation :Trainee		**Grade:**	**JL1B**
Guaranteed Compensation	**Explanatory Notes**	**Monthly**	**Annual**
Basic Pay	30% of TGC	5,960	71,520
House Rent Allowance	50% of Basic Pay	2,980	35,760
Statutory Bonus	As per the Act	1,192	14,304
Special Allowance*	Balancing Component	7,279	76,637
Statutory Component			
Provident Fund (Employer Contribution)	As per the Act	1,482	17,779
Total Guaranteed Compensation (TGC)		**19,343**	**2,16,000**
Variable Component			
Variable Performance Pay**			**24,000**
Gross Cost to Company (CTC)			**2,40,000**
Benefits			
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)			300,000
Group Personal Accidental Cover (GPA)			1,500,000
Group Term Life Insurance Cover (GTL)			1,500,000
Employee Direct Linked Insurance Cover (EDLI)			705,000
Gratuity as per prevailing rules			
Leave Encashment upon exit up to	45 days Basic		
Explanatory Notes			
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.			

Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY :

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials :
   1) All Semester Mark Sheet (or) Consolidated Mark Sheet
   2) Provisional Certificate
   3) Degree Certificate
   4) Photocopies of Certifications if any

2. Recent Colour Photographs
   1) Passport size photographs – 4 Numbers for self
   2) Stamp size photographs – 2 Numbers for self

3. Personal details
   1) Copy of Valid Passport and Valid Visas (Not Mandatory)
   2) Copy of PAN Card
   3) Copy of Aadhar Card / Address proof
   4) Details of immediate family members (name and Date of birth) for Medical Insurance

4. Signed Copy of Appointment Letter

Date: 1st April 2024

Dear Nasreen Fathima M,

Welcome to Movate Technologies Private Limited (hereinafter "Movate" / "the Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business towardachieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining Movate, you would be designated as **Trainee**. Please read theseTerms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,40,000/-**(Two Lakh Forty Thousand Only) per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,16,000/-** (Rupees Two Lakhs and Sixteen Thousand Only).

3. **Annual Variable Compensation**. Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs.24,000/-**(Twenty Four Thousand Only).The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade ofemployee and at the percentage mentioned in the Employee Handbook which you can access in Company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company'sintranet and get familiar with all the applicable policies and processes of the Company.

4. **Other Benefits**. Upon joining the Company, you will be positioned as **Grade JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, do refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) email address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

9. **Time Zones:** You shall be present in the office during shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.

10. **Transport Facility:** In accordance with the Company's policy, Company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.

11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 13.

12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving 15 days' notice in writing or 15 days gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Thirty (30) days written notice or One (1) month gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you.

15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.

16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy with regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.

17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.

18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Noncompliance to return of Company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.

19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the Company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.

20. **Work Done for Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.

22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.

23. **Termination for breach:** Company reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.

24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.

25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.

26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.

27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

The date of joining shall be communicated in a separate e-mail. As a token of acceptance, please send the signed copy of this offer letter to **Vignesh.sekar01@movate.com** within 2 business days from the date of receipt of this offer letter.

For Movate Technologies Private Limited



Padma Jayaraman
Associate Director, Campus and Institutional Alliances

Annexure 1 – Salary Working & Benefits

Annexure 2 – Documents to be Submitted

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied except as otherwise stated in this offer letter. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that thisoffer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Candidate Signature of Acceptance:

Date :

Annexure 1 - Salary Working			
Name: Nasreen Fathima M			
Designation :Trainee		**Grade:**	**JL1B**
Guaranteed Compensation	**Explanatory Notes**	**Monthly**	**Annual**
Basic Pay	30% of TGC	5,960	71,520
House Rent Allowance	50% of Basic Pay	2,980	35,760
Statutory Bonus	As per the Act	1,192	14,304
Special Allowance*	Balancing Component	7,279	76,637
Statutory Component			
Provident Fund (Employer Contribution)	As per the Act	1,482	17,779
Total Guaranteed Compensation (TGC)		**19,343**	**2,16,000**
Variable Component			
Variable Performance Pay**			**24,000**
Gross Cost to Company (CTC)			**2,40,000**
Benefits			
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)			300,000
Group Personal Accidental Cover (GPA)			1,500,000
Group Term Life Insurance Cover (GTL)			1,500,000
Employee Direct Linked Insurance Cover (EDLI)			705,000
Gratuity as per prevailing rules			
Leave Encashment upon exit up to	45 days Basic		
Explanatory Notes			
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.			

Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY :

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials :
   1) All Semester Mark Sheet (or) Consolidated Mark Sheet
   2) Provisional Certificate
   3) Degree Certificate
   4) Photocopies of Certifications if any

2. Recent Colour Photographs
   1) Passport size photographs – 4 Numbers for self
   2) Stamp size photographs – 2 Numbers for self

3. Personal details
   1) Copy of Valid Passport and Valid Visas (Not Mandatory)
   2) Copy of PAN Card
   3) Copy of Aadhar Card / Address proof
   4) Details of immediate family members (name and Date of birth) for Medical Insurance

4. Signed Copy of Appointment Letter

Date: 2nd April 2024

Dear Kaniksha R,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation**. Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the

company.

4. **Other Benefits**. Upon you joining the Company, you will be positioned as Grade **JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you, and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Bengaluru**. However, your services are transferable, and youmay be assigned after reasonable notice to any location in India or abroad where the Company or anyone of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations, and conditions of service of that location.

7. **Time Zones**: You shall be present in the office during normal working hours or in shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.

8. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

9. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.

11. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving Two (2) month notice in writing or Two (2) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

12. On being given with final offer letter and you accepting the same and joining Movate you must sign a "24-month service agreement" which will be effective, from the first day of your employment with Movate.

13. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

    The date of joining shall be communicated in a separate e-mail. As a token of acceptance, please send the signed copy of this offer letter to **Vignesh.sekar01@movate.com** within 2 business days from the date of receipt of this offer letter.

For Movate Technologies Private Limited



Padma Jayaraman

Associate Director, Campus and Institutional Alliances

Annexure 1 – Salary Working & Benefits
Annexure 2 – Documents to be Submitted

DECLARATION

1. I understand and agree that my selection shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances my conditional offer gets annulled, and I will not be considered for future employment with Movate and would not receive any certifications provided by Movate.

2. I understand that on joining Movate as an employee, I may be posted to any location within India, as per business requirements of Movate. I further understand that the decision taken by Movate in this regard would be final and binding on me.

3. I understand that Movate functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of Movate.

4. I understand on joining Movate as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with Movate.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied except as otherwise stated in this offer letter. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that thisoffer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Candidate Signature of Acceptance: R.Kaniksha

Date : 08-04-2024

Annexure1				
Salary Working				
Name:	**Kaniksha R**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	14,021	1,68,252
House Rent Allowance	50%	On Basic	-	-
Statutory Bonus	As per the Act		2,804	33,648
Special Allowance*	Balancing Component		1,167	14,000
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				300,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				705,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.				
*** Payable as per shift allowance guidelines				

Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY :

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials :
   1) All Semester Mark Sheet (or) Consolidated Mark Sheet
   2) Provisional Certificate
   3) Degree Certificate
   4) Photocopies of Certifications if any

2. Recent Colour Photographs
   1) Passport size photographs – 4 Numbers for self
   2) Stamp size photographs – 2 Numbers for self

3. Personal details
   1) Copy of Valid Passport and Valid Visas (Not Mandatory)
   2) Copy of PAN Card
   3) Copy of Aadhar Card / Address proof
   4) Details of immediate family members (name and Date of birth) for Medical Insurance

4. Signed Copy of Appointment Letter

Date: 2nd April 2024

Dear Sherin Sara Sabu,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation**. Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the

company.

4. **Other Benefits**. Upon you joining the Company, you will be positioned as Grade **JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you, and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Bengaluru**. However, your services are transferable, and youmay be assigned after reasonable notice to any location in India or abroad where the Company or anyone of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations, and conditions of service of that location.

7. **Time Zones**: You shall be present in the office during normal working hours or in shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.

8. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

9. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.

11. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving Two (2) month notice in writing or Two (2) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

12. On being given with final offer letter and you accepting the same and joining Movate you must sign a "24-month service agreement" which will be effective, from the first day of your employment with Movate.

13. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

    The date of joining shall be communicated in a separate e-mail. As a token of acceptance, please send the signed copy of this offer letter to **Vignesh.sekar01@movate.com** within 2 business days from the date of receipt of this offer letter.

For Movate Technologies Private Limited



Padma Jayaraman

Associate Director, Campus and Institutional Alliances

Annexure 1 – Salary Working & Benefits
Annexure 2 – Documents to be Submitted

DECLARATION

1. I understand and agree that my selection shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances my conditional offer gets annulled, and I will not be considered for future employment with Movate and would not receive any certifications provided by Movate.

2. I understand that on joining Movate as an employee, I may be posted to any location within India, as per business requirements of Movate. I further understand that the decision taken by Movate in this regard would be final and binding on me.

3. I understand that Movate functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of Movate.

4. I understand on joining Movate as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with Movate.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied except as otherwise stated in this offer letter. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that thisoffer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Candidate Signature of Acceptance: Sherin

Date : 08-04-2024

Annexure1				
Salary Working				
Name:	**Sherin Sara Sabu**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	14,021	1,68,252
House Rent Allowance	50%	On Basic	-	-
Statutory Bonus	As per the Act		2,804	33,648
Special Allowance*	Balancing Component		1,167	14,000
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				300,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				705,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.				
*** Payable as per shift allowance guidelines				

Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY :

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials :
   1) All Semester Mark Sheet (or) Consolidated Mark Sheet
   2) Provisional Certificate
   3) Degree Certificate
   4) Photocopies of Certifications if any

2. Recent Colour Photographs
   1) Passport size photographs – 4 Numbers for self
   2) Stamp size photographs – 2 Numbers for self

3. Personal details
   1) Copy of Valid Passport and Valid Visas (Not Mandatory)
   2) Copy of PAN Card
   3) Copy of Aadhar Card / Address proof
   4) Details of immediate family members (name and Date of birth) for Medical Insurance

4. Signed Copy of Appointment Letter

Date: 2nd April 024

Dear Srinitha.S,

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions asstated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

    a. You are passing in all subjects of your academic graduation within the scheduled original course duration.

    b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.

    c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.2,50,000/-(Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**

3. **Annual Variable Compensation**. Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and

processes of the company.

4. **Other Benefits**. Upon you joining the Company, you will be positioned as Grade **JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you, and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations, and conditions of service of that location.

7. **Time Zones**: You shall be present in the office during normal working hours or in shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.

8. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

9. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.

11. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving Two (2) month notice in writing or Two (2) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

12. On being given with final offer letter and you accepting the same and joining Movate you must sign a "24-month service agreement" which will be effective, from the first day of your employment with Movate.

13. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be inforce. Only

those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

The date of joining shall be communicated in a separate e-mail. As a token of acceptance, please send the signed copy of this offer letter to **Vignesh.sekar01@movate.com** within 2 business days from the date of receipt of this offer letter.

For Movate Technologies Private Limited



Padma Jayaraman

Associate Director, Campus and Institutional Alliances

Annexure 1 – Salary Working & Benefits

Annexure 2 – Documents to be Submitted

DECLARATION

1. I understand and agree that my selection shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances my conditional offer gets annulled, and I will not be considered for future employment with Movate and would not receive any certifications provided by Movate.

2. I understand that on joining Movate as an employee, I may be posted to any location within India, as per business requirements of Movate. I further understand that the decision taken by Movate in this regard would be final and binding on me.

3. I understand that Movate functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of Movate.

4. I understand on joining Movate as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with Movate.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied except as otherwise stated in this offer letter. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that thisoffer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Candidate Signature of Acceptance: 

Date : 4/04/2024

Annexure1				
Salary Working				
Name:	**Srinitha.S**			
Designation:	**Trainee**		**Grade:**	**JL 1B**
	Explanatory Notes		**Monthly**	**Annual**
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			**19,792**	**237,500**
Variable Compensation				
Variable Performance Pay (VPP)	5% on CTC			12,500
Total Variable Compensation**				**12,500**
Gross Cost to Company (CTC)				**250,000**
Conditional Allowance				
Night Shift Allowance (US)***	22 days		3,300	39,600
Benefits				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.				
*** Payable as per shift allowance guidelines				

Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY :

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials :
   1) All Semester Mark Sheet (or) Consolidated Mark Sheet
   2) Provisional Certificate
   3) Degree Certificate
   4) Photocopies of Certifications if any

2. Recent Colour Photographs
   1) Passport size photographs – 4 Numbers for self
   2) Stamp size photographs – 2 Numbers for self

3. Personal details
   1) Copy of Valid Passport and Valid Visas (Not Mandatory)
   2) Copy of PAN Card
   3) Copy of Aadhar Card / Address proof
   4) Details of immediate family members (name and Date of birth) for Medical Insurance

4. Signed Copy of Appointment Letter

SRV Innovative Senior Secondary School

Salem Main Road, Muthukalipatti, **Rasipuram - 637 401.** Namakkal Dist.

Affiliated to CBSE - New Delhi, Affiliation No:1931042

S.R.V. **Web : www.srvinnova.org** **Email: srvinnova@gmail.com** **✆ 94433 19485, 94873 62689**

President	Secretary	Treasurer	Vice President	Joint Secretary	Managing Trustee
A.Ramasamy 94432 22644	**S.Selvarajan** 94432 26899	**P.Swaminathan** 94432 22689	**M.Kumaravel** 94432 26445	**Dr. B.Satya Moorthy** 94432 55334	**A.R.Duraisamy** 94432 45099

5.4.2024

APPOINTMENT ORDER

MR/MS.....SARANYA DEVI S..... is appointed as P.G/~~U.G.ASST~~.IN ....Mathematics..... in our institution (SRV BOYS/SRV HITECH/SRV INNOVATIVE SCHOOL) with a consolidated salary of Rs..21,000.../- . She has to join duty on 01.06.2024. However she should confirm her acceptance by handing over any one of the original Educational Degree Certificates in the School Office. A line of reply to confirm her willingness for having accepted the offer by sending the consent letter is appreciated.

For any further details contact the Directors through the Cell Phone Nos.9443222689 , 9443226445, 9443222644, 9443226899, 9443245099.

5.4.24

President / Secretary,
S.R.V.Innovative Sr.Sec.School
Muthukalipatti-637401
Rasipuram.

Received the original

S.S

06/04/2024

SRV Innovative Senior Secondary School

Salem Main Road, Muthukalipatti, **Rasipuram - 637 401.** Namakkal Dist.

Affiliated to CBSE - New Delhi, Affiliation No:1931042

S.R.V. **Web : www.srvinnova.org** **Email: srvinnova@gmail.com** **✆ 94433 19485, 94873 62689**

President	Secretary	Treasurer	Vice President	Joint Secretary	Managing Trustee
A.Ramasamy 94432 22644	**S.Selvarajan** 94432 26899	**P.Swaminathan** 94432 22689	**M.Kumaravel** 94432 26445	**Dr. B.Satya Moorthy** 94432 55334	**A.R.Duraisamy** 94432 45099

5.4.2024

APPOINTMENT ORDER

MR/MS.....P. Roshini..... is appointed as P.G/~~U.G.ASST~~.IN .....Mathematics..... in our institution (SRV BOYS/SRV HITECH/SRV INNOVATIVE SCHOOL) with a consolidated salary of Rs.....21,000/- . She has to join duty on 01.06.2024. However she should confirm her acceptance by handing over any one of the original Educational Degree Certificates in the School Office. A line of reply to confirm her willingness for having accepted the offer by sending the consent letter is appreciated.

For any further details contact the Directors through the Cell Phone Nos.9443222689 , 9443226445, 9443222644, 9443226899, 9443245099.

5.4.24

President / Secretary,
S.R.V.Innovative Sr.Sec.School
Muthukalipatti-637401
Rasipuram.

Received
P. Roshini

SRV Innovative Senior Secondary School

Salem Main Road, Muthukalipatti, **Rasipuram - 637 401.** Namakkal Dist.

Affiliated to CBSE - New Delhi, Affiliation No:1931042

S.R.V. Web : www.srvinnova.org Email: srvinnova@gmail.com ✆ 94433 19485, 94873 62689

President	Secretary	Treasurer	Vice President	Joint Secretary	Managing Trustee
A.Ramasamy 94432 22644	**S.Selvarajan** 94432 26899	**P.Swaminathan** 94432 22689	**M.Kumaravel** 94432 26445	**Dr. B.Satya Moorthy** 94432 55334	**A.R.Duraisamy** 94432 45099

5.4.2024

APPOINTMENT ORDER

MR/MS.....KRISHNA NANDHINI K.D. is appointed as P.G/U.G.ASST.IN .....Botany..... in our institution (SRV BOYS/SRV HITECH/SRV INNOVATIVE SCHOOL) with a consolidated salary of Rs...19,000/- . She has to join duty on 01.06.2024. However she should confirm her acceptance by handing over any one of the original Educational Degree Certificates in the School Office. A line of reply to confirm her willingness for having accepted the offer by sending the consent letter is appreciated.

For any further details contact the Directors through the Cell Phone Nos.9443222689 , 9443226445, 9443222644, 9443226899, 9443245099.

5-4-24

President / Secretary,
S.R.V.Innovative Sr.Sec.School
Muthukalipatti-637401
Rasipuram.

Received offer letter.

D

SRV Innovative Senior Secondary School

Salem Main Road, Muthukalipatti, **Rasipuram - 637 401.** Namakkal Dist.

Affiliated to CBSE - New Delhi, Affiliation No:1931042

S.R.V. **Web : www.srvinnova.org** **Email: srvinnova@gmail.com** **© 94433 19485, 94873 62689**

President	Secretary	Treasurer	Vice President	Joint Secretary	Managing Trustee
A.Ramasamy	**S.Selvarajan**	**P.Swaminathan**	**M.Kumaravel**	**Dr. B.Satya Moorthy**	**A.R.Duraisamy**
94432 22644	94432 26899	94432 22689	94432 26445	94432 55334	94432 45099

5.4.2024

APPOINTMENT ORDER

MR/MS.....S.M. JANANI..... is appointed as P.G/U.G ASST.IN .....PHYSICS..... in our institution (SRV BOYS/SRV HITECH/SRV INNOVATIVE SCHOOL) with a consolidated salary of Rs....21,000/- . She has to join duty on 01.06.2024. However she should confirm her acceptance by handing over any one of the original Educational Degree Certificates in the School Office. A line of reply to confirm her willingness for having accepted the offer by sending the consent letter is appreciated.

For any further details contact the Directors through the Cell Phone Nos.9443222689 , 9443226445, 9443222644, 9443226899, 9443245099.

5.4.24

President / Secretary,
S.R.V.Innovative Sr.Sec.School
Muthukalipatti-637401
Rasipuram.

Received the original
S.M. Jan.
5/04/2024

SRV Innovative Senior Secondary School

Salem Main Road, Muthukalipatti, **Rasipuram - 637 401.** Namakkal Dist.

Affiliated to CBSE - New Delhi, Affiliation No:1931042

S.R.V. Web : www.srvinnova.org Email: srvinnova@gmail.com ✆ 94433 19485, 94873 62689

President	Secretary	Treasurer	Vice President	Joint Secretary	Managing Trustee
A.Ramasamy	**S.Selvarajan**	**P.Swaminathan**	**M.Kumaravel**	**Dr. B.Satya Moorthy**	**A.R.Duraisamy**
94432 22644	94432 26899	94432 22689	94432 26445	94432 55334	94432 45099

5.4.2024

APPOINTMENT ORDER

MR/MS.....R.D.DHARSHITHA..... is appointed as P.G/U.G.ASST.IN .....Botany..... in our institution (SRV BOYS/SRV HITECH/SRV INNOVATIVE SCHOOL) with a consolidated salary of Rs.....19,000/- . She has to join duty on 01.06.2024. However she should confirm her acceptance by handing over any one of the original Educational Degree Certificates in the School Office. A line of reply to confirm her willingness for having accepted the offer by sending the consent letter is appreciated.

For any further details contact the Directors through the Cell Phone Nos.9443222689 , 9443226445, 9443222644, 9443226899, 9443245099.

President / Secretary,
S.R.V.Innovative Sr.Sec.School
Muthukalipatti-637401
Rasipuram.

Recieved offer letter
R.D.Dharshitha.

15th July 2024

Dear **Miss. Janani,**

Sub: LETTER OF APPOINTMENT

We are delighted to extend an offer for **Janani J** at Auriseg Consulting Private Limited. We were impressed with your qualifications, enthusiasm, and potential, and we believe that you will make a valuable contribution to our team. We are excited about the prospect of having you join us for this "**Trainee Security Engineer**" opportunity. If you are in acceptance of the terms and conditions of this offer, please provide a signed copy of this offer letter as indicated below.

TERMS AND CONDITIONS:

- **Responsibilities**: Your role will be that of "**Trainee Security Engineer**" and your responsibilities will be directed by the company on an ongoing basis.
- **Emoluments:** Your total cost to the company will be **Rs.180,000/- (One lakh and eighty thousand only) per annum.**
- **Salary Revision:** During your employment, you will be eligible to receive performance-based incentive in line with the terms of the company, your performance will be reviewed annually by your manager, with input from your peers, customers, and business partners.
- **Probation Period:** On joining the organization, you will be placed on probation for a period of **6** months.

Placement Placement <placement@avinuty.ac.in>

RE: Deloitte USI Consulting || National Level Assessment 3.0 || Final Selects

messages

ditya, K C Delhi Kumar <kcaditya@deloitte.com>
o: "placement@avinuty.ac.in" <placement@avinuty.ac.in>

Hi Team,

Hope you are doing well.

Thank you for participating in the **National Level Assessment (NLA) 3.0**. It has been a pleasure to collaborate with your esteemed institution for this process.

I am pleased to inform you that below-mentioned candidate from your institution have successfully cleared National Level Assessment for the **Undergraduate profile**. The candidate will be offered the position of **Associate Analyst with Deloitte USI Consulting.**

Candidate Name	Primary Email	Mobile	Current Status	Gender	Date Of Birth	College Name	Degree	Stream
Malarsree U	malarsreeu2110@gmail.com	9361417693	Shortlisted	Female	21 Oct 2003	Avinashilingam Institute for Home Science And Higher Education for Women , COIMBATORE	B. Sc.	Computer Science

Above candidate has been notified about her selection through registered email ID. We will continue to keep her informed about the next steps in the process.

Thank you once again for your continued support and cooperation. We look forward to further strengthening our relationship with your institution and exploring more opportunities for collaboration in the future.

Best Regards,

Aditya Kc

Talent Acquisition | Centre of Excellence

Deloitte Consulting India (Offices of the US), Bengaluru
+91 6364 7979 88, +91 9986 525 536

kcaditya@deloitte.com | www.deloitte.com | linkedin/adityakc

JOB OFFER LETTER

This is to state that the following Candidate is appointed as below.

NAME OF THE CANDIDATE	VASUNDHRA
AGE AND QUALIFICATION	20 & B.COM CA
MOBILE NUMBER OF CANDIDATE	9345666936
NAME OF THE POST OFFERED	TYPE WRITER
NAME OF THE COMPANY	5K CAR CARE
PLACE OF WORK	COIMBATORE
SALARY OFFERED	15K
TIME FOR JOINING	16.10.2023
NAME OF THE EMPLOYER'S REPRESENTATIVE & MOBILE NO.	MONISHA.S & 7094442635

SIGNATURE OF THE EMPLOYER

M. Monisha

SEAL OF THE COMPANY

e-MAIL ID 5kcc.monisha@gmail.com

MOBILE NO. 7094442635

LLP Identification Number : ABB-4223

MAYLASOFT LLP
D.No. : 11/1, Balan Nagar 1st Street,
Metha Layout, Uppilipalayam,
Peelamedu (Post), Coimbatore - 641 004.
E-mail : info@maylasoft.com

Ref:HR/2024/0032

11.01.2024

To,

S. JENIFER
Carmel Bhavan M.G Colony,
Munnar,
Kerala - 685612

Sub: Offer Letter - Reg

Dear Ms. Jenifer,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the position of **"HR Trainee"** in our organization. You shall report for duty on **19.01.2024 at 9.00AM.** This offer is subject to you, clearing the Reference check conducted by us.

Your Cost - to - Company (CTC) will be as follows:

	1st Year	2nd Year
Fixed Stipend	12,500	15,000

The terms and Conditions of your employment will be provided to you along with the appointment letter in due course. You will be on **training for 3 months** from the date of joining and on successful completion of your training period; you will be in **probation period for 6 months**. We expect you to get relieved from your present responsibilities and join us on the said date along with all your testimonials and passport size photograph. Ensure that you must hold a PAN card, if not apply for the same and produce the acknowledgement at the time of joining.

A regular letter of appointment will be issued to you at time of your joining.

We look forward to your joining, and building a long successful career with us. Should you require any assistance or information, please do feel free to call us. On acceptance, please sign a copy of this Letter of Intent and return the same to the undersigned, indicating the date of your joining. This offer is valid for 10 days only for your acceptance. Offer stands cancelled in case if you fail to report to us on of before pre-decided date. We would have to assume that you have not accepted this job offer.

You are requested to attend the Induction program on 19.01.2024 and please bring the photocopy (Xerox) of this offer letter, only then you would receive the Appointment Letter. Find attached the annexure list and ensure to bring in all the documents as mentioned. Salary break up is attached for your better understanding.

With Warm Regards

For MaylaSoft LLP.,

MAYLASOFT LLP COIMBATORE

Authorized signatory
Human Resources Department

Annexure to the Offer Letter

Welcome to MaylaSoft !

On the day of joining, please ensure that you bring the following documents:

1. SSLC Mark sheet + 1 Photo Copy.
2. HSC/Pre Degree mark sheet + 1 Photo Copy.
3. Degree Certificate/Provisional Certificate + 1 Photo Copy (Final Year Students-Photocopy of Semester mark sheets).
4. Photographs (Formal suits with white Background) Passport size-8 Nos. & 2 Photographs with 3cm H x 2.5cm W.
5. School Transfer Certificate (for Date of birth Confirmation)
6. Address proof – 2 Copies (Ration Card, Voter's ID , Passport, Driving License, Aadhar Card, Postal Identity Card, ect).
7. AADHAR card Copy -2 Nos. **(Please ensure that Name ,Gender & DOB (dd/mm/yyyy) to be furnished completely in Aadhar Card. In case there is a Deviation, please have the same updated before joining).**
8. PAN Card Copy-2 Nos.(if not, apply for a new card)
9. Gazette copy (Only if name is changed)
10. Ensure to know your blood group

For experienced, with addition to the above

1. Relieving letter from previous employer.

2. 3 Months Salary Certificate from Present/Previous Company

Also provide the following details for PF transfers (For existing account holders only)

- Previous Employer's name and address (If possible Form 23, provided by PF authorities)
- Region Code, SRO Code (Sub Regional Office Code) ESTT Code & Account No.

LLP Identification Number : ABB-4223

MAYLASOFT LLP
D.No. : 11/1, Balan Nagar 1st Street,
Metha Layout, Uppilipalayam,
Peelamedu (Post), Coimbatore - 641 004.
E-mail : info@maylasoft.com

Ref:HR/2024/0030

11.01.2024

To,

S. KAVIYA
4/141A, Gundada,
Naduhatty,
The Nilgiris - 643217

Sub: Offer Letter - Reg

Dear Ms. Kaviya,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the position of **"HR Trainee"** in our organization. You shall report for duty on **19.01.2024 at 9.00AM.** This offer is subject to you, clearing the Reference check conducted by us.

Your Cost - to - Company (CTC) will be as follows:

	1st Year	2nd Year
Fixed Stipend	12,500	15,000

The terms and Conditions of your employment will be provided to you along with the appointment letter in due course. You will be on **training for 3 months** from the date of joining and on successful completion of your training period; you will be in **probation period for 6 months**. We expect you to get relieved from your present responsibilities and join us on the said date along with all your testimonials and passport size photograph. Ensure that you must hold a PAN card, if not apply for the same and produce the acknowledgement at the time of joining.

A regular letter of appointment will be issued to you at time of your joining.

We look forward to your joining, and building a long successful career with us. Should you require any assistance or information, please do feel free to call us. On acceptance, please sign a copy of this Letter of Intent and return the same to the undersigned, indicating the date of your joining. This offer is valid for 10 days only for your acceptance. Offer stands cancelled in case if you fail to report to us on of before pre-decided date. We would have to assume that you have not accepted this job offer.

You are requested to attend the Induction program on 19.01.2024 and please bring the photocopy (Xerox) of this offer letter, only then you would receive the Appointment Letter. Find attached the annexure list and ensure to bring in all the documents as mentioned. Salary break up is attached for your better understanding.

With Warm Regards

For MaylaSoft LLP.,

MAYLASOFT LLP COIMBATORE

Authorized signatory
Human Resources Department

Annexure to the Offer Letter

Welcome to MaylaSoft !

On the day of joining, please ensure that you bring the following documents:

1. SSLC Mark sheet + 1 Photo Copy.
2. HSC/Pre Degree mark sheet + 1 Photo Copy.
3. Degree Certificate/Provisional Certificate + 1 Photo Copy (Final Year Students-Photocopy of Semester mark sheets).
4. Photographs (Formal suits with white Background) Passport size-8 Nos. & 2 Photographs with 3cm H x 2.5cm W.
5. School Transfer Certificate (for Date of birth Confirmation)
6. Address proof – 2 Copies (Ration Card, Voter's ID , Passport, Driving License, Aadhar Card, Postal Identity Card, ect).
7. AADHAR card Copy -2 Nos. **(Please ensure that Name ,Gender & DOB (dd/mm/yyyy) to be furnished completely in Aadhar Card. In case there is a Deviation, please have the same updated before joining).**
8. PAN Card Copy-2 Nos.(if not, apply for a new card)
9. Gazette copy (Only if name is changed)
10. Ensure to know your blood group

For experienced, with addition to the above

1. Relieving letter from previous employer.

2. 3 Months Salary Certificate from Present/Previous Company

Also provide the following details for PF transfers (For existing account holders only)

- Previous Employer's name and address (If possible Form 23, provided by PF authorities)
- Region Code, SRO Code (Sub Regional Office Code) ESTT Code & Account No.

LLP Identification Number : ABB-4223

MAYLASOFT LLP
D.No. : 11/1, Balan Nagar 1st Street,
Metha Layout, Uppilipalayam,
Peelamedu (Post), Coimbatore - 641 004.
E-mail : info@maylasoft.com

Ref:HR/2023/0025

14.12.2023

To,

K. KOWSALYA
25a, Karapattu,
Uthangarai,
Krishnagiri - 635207

Sub: Offer Letter - Reg

Dear Ms. Kowsalya,

With reference to your application, tests and interview, we are pleased to inform that you have been selected for the position of **"HR Trainee"** in our organization. You shall report for duty on **19.01.2024 at 9.00AM.** This offer is subject to you, clearing the Reference check conducted by us.

Your Cost - to - Company (CTC) will be as follows:

	1st Year	2nd Year
Fixed Stipend	12,500	15,000

The terms and Conditions of your employment will be provided to you along with the appointment letter in due course. You will be on **training for 3 months** from the date of joining and on successful completion of your training period; you will be in **probation period for 6 months**. We expect you to get relieved from your present responsibilities and join us on the said date along with all your testimonials and passport size photograph. Ensure that you must hold a PAN card, if not apply for the same and produce the acknowledgement at the time of joining.

A regular letter of appointment will be issued to you at time of your joining.

We look forward to your joining, and building a long successful career with us. Should you require any assistance or information, please do feel free to call us. On acceptance, please sign a copy of this Letter of Intent and return the same to the undersigned, indicating the date of your joining. This offer is valid for 10 days only for your acceptance. Offer stands cancelled in case if you fail to report to us on of before pre-decided date. We would have to assume that you have not accepted this job offer.

You are requested to attend the Induction program on 19.01.2024 and please bring the photocopy (Xerox) of this offer letter, only then you would receive the Appointment Letter. Find attached the annexure list and ensure to bring in all the documents as mentioned. Salary break up is attached for your better understanding.

With Warm Regards

For MaylaSoft LLP.,

MAYLASOFT LLP COIMBATORE

Authorized signatory
Human Resources Department

Annexure to the Offer Letter

Welcome to MaylaSoft !

On the day of joining, please ensure that you bring the following documents:

1. SSLC Mark sheet + 1 Photo Copy.
2. HSC/Pre Degree mark sheet + 1 Photo Copy.
3. Degree Certificate/Provisional Certificate + 1 Photo Copy (Final Year Students-Photocopy of Semester mark sheets).
4. Photographs (Formal suits with white Background) Passport size-8 Nos. & 2 Photographs with 3cm H x 2.5cm W.
5. School Transfer Certificate (for Date of birth Confirmation)
6. Address proof – 2 Copies (Ration Card, Voter's ID , Passport, Driving License, Aadhar Card, Postal Identity Card, ect).
7. AADHAR card Copy -2 Nos. **(Please ensure that Name ,Gender & DOB (dd/mm/yyyy) to be furnished completely in Aadhar Card. In case there is a Deviation, please have the same updated before joining).**
8. PAN Card Copy-2 Nos.(if not, apply for a new card)
9. Gazette copy (Only if name is changed)
10. Ensure to know your blood group

For experienced, with addition to the above

1. Relieving letter from previous employer.

2. 3 Months Salary Certificate from Present/Previous Company

Also provide the following details for PF transfers (For existing account holders only)

- Previous Employer's name and address (If possible Form 23, provided by PF authorities)
- Region Code, SRO Code (Sub Regional Office Code) ESTT Code & Account No.

...

07/05/2024

Asma Naseera,
No.1, LNS Puram,
Tirunelveli,Tamil Nadu,627103,
India.

Dear **Asma Naseera**,

As discussed, we are pleased to offer you the **Associate** position at Our Global Finance Center, Milacron India Private Limited, Mold Masters Division, No:6, Mettupalayam Road, Kavundampalayam, Coimbatore - 641030, Tamil Nadu, reporting to Ms. Shanmugapriya Alagarsamy, Assistant Manager.

Offer Details:

Planned Start Date: 01/07/2024

Working Hours: 48 hours, weekly

Probationary Period: 6 Month(s)

Compensation Details:

Your annual total cost to company will be **Rs.4,50,000/-** per annum made payable in accordance with Milacron India Private Limited's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution or otherwise. You may please refer to the breakup of your annual total cost to company in the salary annexure document.

Annual Bonus Target: **8.33%** of your total salary and allowances, according to the applicable bonus plan

Benefit Details:
You will be eligible to participate in benefits such as the below:

You will be eligible for the Company Group Mediclaim policy, Group Accident Insurance scheme and Group Term Life Insurance as per prevailing rules & regulations of the company in force from time to time. Supplemental documentation will be provided to further explain these benefits.

You will need to undergo a Pre-Employment Medical Examination. A guiding document will be shared with you separately.

Leaves: You will be eligible for Leaves, applicable as per the company leave policy.

Legal notice | Please note the following: Our contract offer is valid up to and including 09/05/2024, whereby the acceptance of the contract offer takes place by clicking the button at the end of this letter. An employment relationship will only come into effect subject to an employment contract signed by both parties in writing, which contains the exact and solely binding regulations. Details of our contract offer are to be kept confidential.
By accepting this offer, you are representing that your employment with the Company will not violate any contractual or other obligation that you may have to any other person or entity. In addition, by accepting our offer, you are representing that you have not retained any confidential or proprietary information from a prior employer and understand that you may not use any such information or disclose any such information to anyone in the Company.

Sincerely,
Ms. Priyadharshini Santhosh,
Ms. Shanmugapriya Alagarsamy,
Contact information for Recruiter and Hiring Manager:
Ms. Priyadharshini Santhosh, 9087212555.
Ms. Shanmugapriya Alagarsamy, shanmugapriya_alagarsamy@hillenbrand.com.

HILLENBRAND

ANNEXURE

Salary Components	Per Month (INR)	Per Annum (INR)
Basic	15,000	1,80,000
Retaining / Flexi Allowance	3,750	45,000
House Rent Allowance	6,000	72,000
Conveyance Allowance	5,445	65,339
Education Allowance	400	4,800
Gross Salary	**30,595**	**3,67,139**
Statutory Bonus (To be Paid Annually)	1,500	18,000
Total Base Pay (A)	**32,095**	**3,85,139**
EPF - Employer Contribution	1,800	21,600
Gratuity as per Statutory Norms	722	8,658
Total Retirals (B)	**2,522**	**30,258**
Total Salary & Allowances (A+B)	**34,616**	**4,15,397**
Annual Performance Bonus purely based on Individual performances and Company Performances (C) (To be Paid Annually) (Average)	2,884	34,603
Annual CTC (A+B+C)	**37,500**	**4,50,000**

• Your Cost to the Company (CTC) includes Gross Salary, Allowances, Retirals, Yearly Performance Bonus, etc.,

06/05/2024,

Krishna Priya Chandrasekaran,
168, East street, Eramanayakkan Patti,
Palani,Tamil Nadu, 624613,
India.

Dear **Krishna Priya,**

As discussed, we are pleased to offer you the **Associate** position at Our Global Finance Center, Milacron India Private Limited, Mold Masters Division, No:6, Mettupalayam Road, Kavundampalayam, Coimbatore -641030, Tamil Nadu, reporting to Mr. Manikandan Rajendran, Deputy Manager.

Offer Details:

Planned Start Date: 01/07/2024

Working Hours: 48 hours, weekly

Probationary Period: 6 Month(s)

Compensation Details:

Your annual total cost to company will be **Rs.4,50,000/-** per annum made payable in accordance with Milacron India Private Limited's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution or otherwise. You may please refer to the breakup of your annual total cost to company in the salary annexure document.

Annual Bonus Target: **8.33%** of your Total salary and allowances, according to the applicable bonus plan.

Benefit Details:

You will be eligible to participate in benefits such as the below:

You will be eligible for the Company Group Mediclaim policy, Group Accident Insurance scheme and Group Term Life Insurance as per prevailing rules & regulations of the company in force from time to time. Supplemental documentation will be provided to further explain these benefits.

You will need to undergo a Pre-Employment Medical Examination. A guiding document will be shared with you separately.

Leaves: You will be eligible for Leaves, applicable as per the company leave policy.

Legal notice | Please note the following: Our contract offer is valid up to and including 08/05/2024, whereby the acceptance of the contract offer takes place by clicking the button at the end of this letter. An employment relationship will only come into effect subject to an employment contract signed by both parties in writing, which contains the exact and solely binding regulations. Details of our contract offer are to be kept confidential.
By accepting this offer, you are representing that your employment with the Company will not violate any contractual or other obligation that you may have to any other person or entity. In addition, by accepting our offer, you are representing that you have not retained any confidential or proprietary information from a prior employer and understand that you may not use any such information or disclose any such information to anyone in the Company.

Sincerely,
Ms. Priyadharshini Santhosh,
Mr. Manikandan Rajendran,
Contact information for Recruiter and Hiring Manager:
Ms. Priyadharshini Santhosh, 9087212555.
Mr. Manikandan Rajendran, mgovindarajan@moldmasters.com.

HILLENBRAND

ANNEXURE

Salary Components	Per Month (INR)	Per Annum (INR)
Basic	15,000	1,80,000
Retaining / Flexi Allowance	3,750	45,000
House Rent Allowance	6,000	72,000
Conveyance Allowance	5,445	65,339
Education Allowance	400	4,800
Gross Salary	**30,595**	**3,67,139**
Statutory Bonus (To be Paid Annually)	1,500	18,000
Total Base Pay (A)	**32,095**	**3,85,139**
EPF - Employer Contribution	1,800	21,600
Gratuity as per Statutory Norms	722	8,658
Total Retirals (B)	**2,522**	**30,258**
Total Salary & Allowances (A+B)	**34,616**	**4,15,397**
Annual Performance Bonus purely based on Individual performances and Company Performances (C) (To be Paid Annually) (Average)	2,884	34,603
Annual CTC (A+B+C)	**37,500**	**4,50,000**

• Your Cost to the Company (CTC) includes Gross Salary, Allowances, Retirals, Yearly Performance Bonus, etc.,

06/05/2024,

Saranya Rajendran Pillai,
29/34, Vkk Menon Road,
Coimbatore,Tamil Nadu,641044,
India.

Dear **Saranya,**

As discussed, we are pleased to offer you the **Associate** position at Our Global Finance Center Milacron India Private Limited, Mold Masters Division, No:6, Mettupalayam Road, Kavundampalayam, Coimbatore - 641030, Tamil Nadu, reporting to Ms. Pooja Dineshkumar Karwa, Senior Manager - GFC.

Offer Details:

Planned Start Date: 01/07/2024

Working Hours: 48 hours, weekly

Probationary Period: 6 Month(s)

Compensation Details:

Your annual total cost to company will be **Rs.4,50,000/-** per annum made payable in accordance with Milacron India Private Limited's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution or otherwise. You may please refer to the breakup of your annual total cost to company in the salary annexure document.

Annual Bonus Target: **8.33%** of your Total salary and allowances, according to the applicable bonus plan.

Benefit Details:
You will be eligible to participate in benefits such as the below:

You will be eligible for the Company Group Mediclaim policy, Group Accident Insurance scheme and Group Term Life Insurance as per prevailing rules & regulations of the company in force from time to time. Supplemental documentation will be provided to further explain these benefits.

You will need to undergo a Pre-Employment Medical Examination. A guiding document will be shared with you separately.

Leaves: You will be eligible for Leaves, applicable as per the company leave policy.

Legal notice | Please note the following: Our contract offer is valid up to and including 08/05/2024, whereby the acceptance of the contract offer takes place by clicking the button at the end of this letter. An employment relationship will only come into effect subject to an employment contract signed by both parties in writing, which contains the exact and solely binding regulations. Details of our contract offer are to be kept confidential.
By accepting this offer, you are representing that your employment with the Company will not violate any contractual or other obligation that you may have to any other person or entity. In addition, by accepting our offer, you are representing that you have not retained any confidential or proprietary information from a prior employer and understand that you may not use any such information or disclose any such information to anyone in the Company.

Sincerely,
Ms. Priyadharshini Santhosh,
Ms. Pooja Dineshkumar Karwa,
Contact information for Recruiter and Hiring Manager:
Ms. Priyadharshini Santhosh, 9087212555.
Ms. Pooja Dineshkumar Karwa, pooja_karwa@hillenbrand.com.

HILLENBRAND

ANNEXURE

Salary Components	Per Month (INR)	Per Annum (INR)
Basic	15,000	1,80,000
Retaining / Flexi Allowance	3,750	45,000
House Rent Allowance	6,000	72,000
Conveyance Allowance	5,445	65,339
Education Allowance	400	4,800
Gross Salary	**30,595**	**3,67,139**
Statutory Bonus (To be Paid Annually)	1,500	18,000
Total Base Pay (A)	**32,095**	**3,85,139**
EPF - Employer Contribution	1,800	21,600
Gratuity as per Statutory Norms	722	8,658
Total Retirals (B)	**2,522**	**30,258**
Total Salary & Allowances (A+B)	**34,616**	**4,15,397**
Annual Performance Bonus purely based on Individual performances and Company Performances (C) (To be Paid Annually) (Average)	2,884	34,603
Annual CTC (A+B+C)	**37,500**	**4,50,000**

• Your Cost to the Company (CTC) includes Gross Salary, Allowances, Retirals, Yearly Performance Bonus, etc.,

06/05/2024,

Ponvarshini Sekar,
68/70, Kalippalayam,
Erode,Tamil Nadu,638101,
India.

Dear **Ponvarshini**,

As discussed, we are pleased to offer you the **Associate** position at Our Global Finance Center, Milacron India Private Limited, Mold Masters Division, No:6, Mettupalayam Road, Kavundampalayam, Coimbatore - 641030, Tamil Nadu, reporting to Ms. Pooja Dineshkumar Karwa, Senior Manager - GFC.

Offer Details:

Planned Start Date: 01/07/2024

Working Hours: 48 hours, weekly

Probationary Period: 6 Month(s)

Compensation Details:

Your annual total cost to company will be **Rs.4,50,000/-** per annum made payable in accordance with Milacron India Private Limited's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution or otherwise. You may please refer to the breakup of your annual total cost to company in the salary annexure document.

Annual Bonus Target: **8.33%** of your total salary and allowances, according to the applicable bonus plan.

Benefit Details:
You will be eligible to participate in benefits such as the below:

You will be eligible for the Company Group Mediclaim policy, Group Accident Insurance scheme and Group Term Life Insurance as per prevailing rules & regulations of the company in force from time to time. Supplemental documentation will be provided to further explain these benefits.

You will need to undergo a Pre-Employment Medical Examination. A guiding document will be shared with you separately.

Leaves: You will be eligible for Leaves, applicable as per the company leave policy.

Legal notice | Please note the following: Our contract offer is valid up to and including 08/05/2025, whereby the acceptance of the contract offer takes place by clicking the button at the end of this letter. An employment relationship will only come into effect subject to an employment contract signed by both parties in writing, which contains the exact and solely binding regulations. Details of our contract offer are to be kept confidential.
By accepting this offer, you are representing that your employment with the Company will not violate any contractual or other obligation that you may have to any other person or entity. In addition, by accepting our offer, you are representing that you have not retained any confidential or proprietary information from a prior employer and understand that you may not use any such information or disclose any such information to anyone in the Company.

Sincerely,
Ms. Priyadharshini Santhosh,
Ms. Pooja Dineshkumar Karwa,
Contact information for Recruiter and Hiring Manager:
Ms. Priyadharshini Santhosh, 9087212555.
Ms. Pooja Dineshkumar Karwa, pooja_karwa@hillenbrand.com.

HILLENBRAND

ANNEXURE

Salary Components	Per Month (INR)	Per Annum (INR)
Basic	15,000	1,80,000
Retaining / Flexi Allowance	3,750	45,000
House Rent Allowance	6,000	72,000
Conveyance Allowance	5,445	65,339
Education Allowance	400	4,800
Gross Salary	**30,595**	**3,67,139**
Statutory Bonus (To be Paid Annually)	1,500	18,000
Total Base Pay (A)	**32,095**	**3,85,139**
EPF - Employer Contribution	1,800	21,600
Gratuity as per Statutory Norms	722	8,658
Total Retirals (B)	**2,522**	**30,258**
Total Salary & Allowances (A+B)	**34,616**	**4,15,397**
STIC/Annual Performance Bonus purely based on Individual performances and Company Performances (C) (To be Paid Annually) (Average)	2,884	34,603
Annual CTC (A+B+C)	**37,500**	**4,50,000**

• Your Cost to the Company (CTC) includes Gross Salary, Allowances, Retirals, Yearly Performance Bonus, etc.,

06/05/2024,

Ritika Pradeeshkumar,
No:89/43, Themayan 1st Street, Kavundampalayam,
Coimbatore, Tamil Nadu, 641030,
India.

Dear **Ritika**,

As discussed, we are pleased to offer you the **Associate** position at Our Global Finance Center, Milacron India Private Limited, Mold Masters Division, No:6, Mettupalayam Road, Kavundampalayam, Coimbatore - 641030, Tamil Nadu, reporting to Ms. Pooja Dineshkumar Karwa, Senior Manager - GFC.

Offer Details:

Planned Start Date: 01/07/2024

Working Hours: 48 hours, weekly

Probationary Period: 6 Month(s)

Compensation Details:

Your annual total cost to company will be **Rs.4,50,000/-** per annum made payable in accordance with Milacron India Private Limited's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution or otherwise. You may please refer to the breakup of your annual total cost to company in the salary annexure document.

Annual Bonus Target: **8.33%** of your Total salary and allowances, according to the applicable bonus plan

Benefit Details:
You will be eligible to participate in benefits such as the below:

You will be eligible for the Company Group Mediclaim policy, Group Accident Insurance scheme and Group Term Life Insurance as per prevailing rules & regulations of the company in force from time to time. Supplemental documentation will be provided to further explain these benefits.

You will need to undergo a Pre-Employment Medical Examination. A guiding document will be shared with you separately.

Leaves: You will be eligible for Leaves, applicable as per the company leave policy.

Legal notice | Please note the following: Our contract offer is valid up to and including 08/05/2024, whereby the acceptance of the contract offer takes place by clicking the button at the end of this letter. An employment relationship will only come into effect subject to an employment contract signed by both parties in writing, which contains the exact and solely binding regulations. Details of our contract offer are to be kept confidential.
By accepting this offer, you are representing that your employment with the Company will not violate any contractual or other obligation that you may have to any other person or entity. In addition, by accepting our offer, you are representing that you have not retained any confidential or proprietary information from a prior employer and understand that you may not use any such information or disclose any such information to anyone in the Company.

Sincerely,
Ms. Priyadharshini Santhosh,
Ms. Pooja Dineshkumar Karwa,
Contact information for Recruiter and Hiring Manager:
Ms. Priyadharshini Santhosh, 9087212555.
Ms. Pooja Dineshkumar Karwa, pooja_karwa@hillenbrand.com.

HILLENBRAND

ANNEXURE

Salary Components	Per Month (INR)	Per Annum (INR)
Basic	15,000	1,80,000
Retaining / Flexi Allowance	3,750	45,000
House Rent Allowance	6,000	72,000
Conveyance Allowance	5,445	65,339
Education Allowance	400	4,800
Gross Salary	**30,595**	**3,67,139**
Statutory Bonus (To be Paid Annually)	1,500	18,000
Total Base Pay (A)	**32,095**	**3,85,139**
EPF - Employer Contribution	1,800	21,600
Gratuity as per Statutory Norms	722	8,658
Total Retirals (B)	**2,522**	**30,258**
Total Salary & Allowances (A+B)	**34,616**	**4,15,397**
Annual Performance Bonus purely based on Individual performances and Company Performances (C) (To be Paid Annually) (Average)	2,884	34,603
Annual CTC (A+B+C)	**37,500**	**4,50,000**

• Your Cost to the Company (CTC) includes Gross Salary, Allowances, Retirals, Yearly Performance Bonus, etc.,

06/05/2024,

Sneka Sivakumar,
3/121 k Poothottam, Pallipalayam,
Mangalam Way, Tirupur ,
Tamil Nadu,641663.
India.

Dear **Sneka**,

As discussed, we are pleased to offer you the **Associate** position at Our Global Finance Center, Milacron India Private Limited, Mold Masters Division, No:6, Mettupalayam Road, Kavundampalayam, Coimbatore - 641030, Tamilnadu, reporting to Ms. Pooja Dineshkumar Karwa, Senior Manager - GFC.

Offer Details:

Planned Start Date: 01/07/2024

Working Hours: 48 hours, weekly

Probationary Period: 6 Month(s)

Compensation Details:

Your annual total cost to company will be **Rs.4,50,000/-** per annum made payable in accordance with Milacron India Private Limited's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution or otherwise. You may please refer to the breakup of your annual total cost to company in the salary annexure document.

Annual Bonus Target: **8.33%** of your total salary and allowances, according to the applicable bonus plan.

Benefit Details:
You will be eligible to participate in benefits such as the below:

You will be eligible for the Company Group Mediclaim policy, Group Accident Insurance scheme and Group Term Life Insurance as per prevailing rules & regulations of the company in force from time to time. Supplemental documentation will be provided to further explain these benefits.

You will need to undergo a Pre-Employment Medical Examination. A guiding document will be shared with you separately.

Leaves: You will be eligible for Leaves, applicable as per the company leave policy.

Legal notice | Please note the following: Our contract offer is valid up to and including 08/05/2024, whereby the acceptance of the contract offer takes place by clicking the button at the end of this letter. An employment relationship will only come into effect subject to an employment contract signed by both parties in writing, which contains the exact and solely binding regulations. Details of our contract offer are to be kept confidential.
By accepting this offer, you are representing that your employment with the Company will not violate any contractual or other obligation that you may have to any other person or entity. In addition, by accepting our offer, you are representing that you have not retained any confidential or proprietary information from a prior employer and understand that you may not use any such information or disclose any such information to anyone in the Company.

Sincerely,
Ms. Priyadharshini Santhosh,
Ms. Pooja Dineshkumar Karwa,
Contact information for Recruiter and Hiring Manager:
Ms. Priyadharshini Santhosh, 9087212555.
Ms. Pooja Dineshkumar Karwa, pooja_karwa@hillenbrand.com.

HILLENBRAND

ANNEXURE

Salary Components	Per Month (INR)	Per Annum (INR)
Basic	15,000	1,80,000
Retaining / Flexi Allowance	3,750	45,000
House Rent Allowance	6,000	72,000
Conveyance Allowance	5,445	65,339
Education Allowance	400	4,800
Gross Salary	**30,595**	**3,67,139**
Statutory Bonus (To be Paid Annually)	1,500	18,000
Total Base Pay (A)	**32,095**	**3,85,139**
EPF - Employer Contribution	1,800	21,600
Gratuity as per Statutory Norms	722	8,658
Total Retirals (B)	**2,522**	**30,258**
Total Salary & Allowances (A+B)	**34,616**	**4,15,397**
Annual Performance Bonus purely based on Individual performances and Company Performances (C) (To be Paid Annually) (Average)	2,884	34,603
Annual CTC (A+B+C)	**37,500**	**4,50,000**

• Your Cost to the Company (CTC) includes Gross Salary, Allowances, Retirals, Yearly Performance Bonus, etc.,

06/05/2024,

Supraja Sruthi Muralikumar,
Q-5,Housing Unit, Seeranaickenpalaiyam
Coimbatore,Tamil Nadu,641007,
India.

Dear **Supraja Sruthi**,

As discussed, we are pleased to offer you the **Associate** position at Our Global Finance Center, Milacron India Private Limited, Mold Masters Division, No:6, Mettupalayam Road, Kavundampalayam, Coimbatore - 641030, Tamil Nadu, reporting to Ms. Pooja Dineshkumar Karwa, Senior Manager - GFC.

Offer Details:

Planned Start Date: 01/07/2024

Working Hours: 48 hours, weekly

Probationary Period: 6 Month(s)

Compensation Details:

Your annual total cost to company will be **Rs.4,50,000/-** per annum made payable in accordance with Milacron India Private Limited's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution or otherwise. You may please refer to the breakup of your annual total cost to company in the salary annexure document.

Annual Bonus Target: 8.33% of your Total salary and allowances, according to the applicable bonus plan.

Benefit Details:
You will be eligible to participate in benefits such as the below:

You will be eligible for the Company Group Mediclaim policy, Group Accident Insurance scheme and Group Term Life Insurance as per prevailing rules & regulations of the company in force from time to time. Supplemental documentation will be provided to further explain these benefits.

You will need to undergo a Pre-Employment Medical Examination. A guiding document will be shared with you separately.

Leaves: You will be eligible for Leaves, applicable as per the company leave policy.

Legal notice | Please note the following: Our contract offer is valid up to and including 08/05/2024, whereby the acceptance of the contract offer takes place by clicking the button at the end of this letter. An employment relationship will only come into effect subject to an employment contract signed by both parties in writing, which contains the exact and solely binding regulations. Details of our contract offer are to be kept confidential.
By accepting this offer, you are representing that your employment with the Company will not violate any contractual or other obligation that you may have to any other person or entity. In addition, by accepting our offer, you are representing that you have not retained any confidential or proprietary information from a prior employer and understand that you may not use any such information or disclose any such information to anyone in the Company.

Sincerely,
Ms. Priyadharshini Santhosh,
Ms. Pooja Dineshkumar Karwa,
Contact information for Recruiter and Hiring Manager:
Ms. Priyadharshini Santhosh, 9087212555,
Ms. Pooja Dineshkumar Karwa, pooja_karwa@hillenbrand.com.

HILLENBRAND

ANNEXURE

Salary Components	Per Month (INR)	Per Annum (INR)
Basic	15,000	1,80,000
Retaining / Flexi Allowance	3,750	45,000
House Rent Allowance	6,000	72,000
Conveyance Allowance	5,445	65,339
Education Allowance	400	4,800
Gross Salary	**30,595**	**3,67,139**
Statutory Bonus (To be Paid Annually)	1,500	18,000
Total Base Pay (A)	**32,095**	**3,85,139**
EPF - Employer Contribution	1,800	21,600
Gratuity as per Statutory Norms	722	8,658
Total Retirals (B)	**2,522**	**30,258**
Total Salary & Allowances (A+B)	**34,616**	**4,15,397**
Annual Performance Bonus purely based on Individual performances and Company Performances (C) (To be Paid Annually) (Average)	2,884	34,603
Annual CTC (A+B+C)	**37,500**	**4,50,000**

• Your Cost to the Company (CTC) includes Gross Salary, Allowances, Retirals, Yearly Performance Bonus, etc.,

Selected Students - Objectways Technologies

External

Inbox

Search for all messages with label Inbox

Remove label Inbox from this conversation

T

Thanghapantieyaan Kuppusamy <thanghapantieyaan@objectways.com> Thu, Mar 7, 2024, 4:13 PM

to me, Thanghapantieyaan, Hilonykosika, ajaygopal, Dharani, dhanaprabha, poomathy, ravi, hrm

Dear Team,

The selected student list (87) has been attached in the mail from Avinashilingam University. The students have to join earliest based on their availability. Our team will reach out in person to update their joining dates based on the examination.

The panelists were @Thanghapantieyaan Kuppusamy @Hilonykosika Barthalom @ajaygopal @Dharani Parames

Thank You.

Regards,
Thanghapantieyaan A K
Manager – Human Resources
Ph: 90921 95426
Web: www.objectways.com

S.No	Name	Contact No	Department
1.	Akshayamathi M	9363351031	B.Com
2.	Dheekshana R	9360387844	B.Com
3.	Pavithra M	8838011385	B.Com
4.	Meghadharsini G S	9361785552	B.Com
5.	Vijayalaksmi G	8189907863	B.Com
6.	Ashiya Sahana M	7305956554	B.Com CA
7.	Jaga Janani S	9342313134	B.Com CA
8.	Sri Dharshinni R R	9789693112	B.Com CA
9.	Iswarya Lakshmi S	9566544290	B.Com CA

10.	Priya Dharshini B	9345602755	B.Com CA
11.	Sorna	9500988704	B.Com CA
12.	Shubhashree P	9342074796	B.Com PA
13.	Sandhiya P	7010169896	B.Com PA
14.	Saranya J	8056349801	B.Sc CS
15.	Kabrina Margrat K	7708019983	B.Sc CS
16.	Gokila R	8056558377	B.Sc CS
17.	Soundarya G	6374371821	B.Sc CS
18.	Abinaya Senthilkumar	8807047895	B.Sc CS
19.	Sumidha J	6383404769	B.Sc CS
20.	Varshini T	6382504141	B.Sc IT
21.	Deekshitha S	9087476313	B.Sc IT
22.	Shalini P	9345893725	B.Sc IT
23.	Preethi G	9042736731	B.Sc IT
24.	Kaviya K	9786630385	B.Sc IT
25.	Sathya Priya R	9489725264	B.Sc IT
26.	Oviya G	6383963593	B.Voc AI & ML
27.	Deepika R	9488530352	B.Voc AI & ML
28.	Nandhini T	7806930949	B.A Economics
29.	Ashwitha Sathasivan	9629108914	B.A Economics
30.	Snega	9360891780	M.Sc CS
31.	Afrina Fathima	9566923165	M.Sc CS
32.	Beula Rose Shalom A	7708834391	M.Sc CS
33.	Yughasini B	8489213355	M.Sc CS
34.	Kaviya Biravi N	6374495574	M.Sc IT
35.	Bhuvaneshwari R	9087241123	M.Sc IT
36.	Swetha Sri S	8220282623	MBA
37.	Sakthi Kiruba D	8056612169	MBA IT
38.	Priyadarshini P	9789470779	MBA IT
39.	Haripriya R	9361739847	MBAIT
40.	Divya K	8056451493	MCA
41.	Janet Christy A	9626820623	MCA
42.	Vikashini Murugan	6374357591	B.E BMIE
43.	Krishnika R	8838935655	B.E CSE
44.	Sowmiya M	7010937973	B.E AI&DS
45.	Roshni K S	9944184709	B.E AI&DS
46.	Manjusri P	6374884759	B.Com CA SF
47.	Priyanka S	9384909924	B.Com CA SF
48.	Jeyasree S	7708931646	B.Com SF
49.	Madhumitha V	6381354801	B.Com CA SF
50.	Dharshini R	7695880156	B.Com CA SF
51.	Archana J	8248446972	BBA RM SF

52.	Rethikka K	7418335240	BBA RM SF
53.	Thirsha R	8489326444	BCA SF
54.	Gopika G	6382108359	MA English SF
55.	Dharani B	9787711486	B.Com PA SF
56.	Sri Sruthi M K	7397759709	B.Com PA SF
57.	Shruthi Prabhu	8940788997	B.Com PA SF
58.	Thenmozhi	8667669399	B.E CSE
59.	Bhavani I	8015382945	B.E CSE
60.	Sujatha S	6385360257	B.E CSE
61.	Aishwarya Laxmi G	9894298694	M.E. Medical
62.	Sharmila S	6385421889	B.E BMIE
63.	Sneha K	8220261482	B.E AI&DS
64.	Harini	9842680657	B.E BMIE
65.	Swetha G	9629031025	B.E AI&DS
66.	Shruthika C	9715551199	B.E BMIE
67.	Susmitha.S	8438197286	B.E CSE
68.	Harini K	8072711150	M.E Medical
69.	Samyutha N	7904674008	BCA SF
70.	Ponmani P	9345857600	BCA SF
71.	Arshiya S	9047654086	B.Com PA SF
72.	Pavitha Anandhi	8438031918	B.Com PA SF
73.	Deepika S	9047744382	B.Com PA SF
74.	Rishona S	9677357256	BCA SF
75.	Selshia Angelin G	8807012658	BBA RM SF
76.	Safeena M	9944122495	BBA RM SF
77.	Keerthana	9940837123	B.Com CA SF
78.	Akshaya Shri	9597616041	B.Com CA SF
79.	Sneha Babu	9345756854	B.Com CA SF
80.	Prithika	7418925017	B.Com SF
81.	Anusha B	8524874968	B.Com CA SF
82.	Nanditha CS	8072704971	B.Com CA SF
83.	Albasheera A	8610373087	BCA SF
84.	Vidhyalakshmi D	9342242470	BCA SF
85.	Sakthi Priya N	8667529543	BCA SF
86.	Sanika Shabu	7736449910	BCA SF
87.	Gayathri S	8220421074	BCA SF

From: **Offer** <offer@sotc.in>
Date: Sat, Apr 6, 2024, 4:07 PM
Subject: Offer Communication || SOTC || Susmitha A
To: <susmithaa573@gmail.com>
Cc: <Suyesh.Iyer@sotc.in>, <Swapnil.Cheulkar@sotc.in>, <Harshada.Bhosle@thomascook.in>, <Jayant.Kharat@sotc.in>, <Thameemun.Ansari2@sotc.in>

Dear **Susmitha A**,

With reference to your application and the subsequent interviews you have had with us, we are pleased to inform you that you are selected for the position of **Graduate Trainee** with Thomas Cook Group of Companies. You will be placed in TCIL or any of the entities of the Thomas Cook Group. You will be placed in Band **"Trainee"** and Grade **G** of the Management cadre.

Location/ Department:

Your initial place of reporting and posting is at our office at **Nungambakkam Chennai**. Your services are liable to be transferred from your existing entity/ department / establishment/location to any other existing entity/ department / establishment/location within the Group, or that which may come into existence any time in future anywhere in India, on such terms and conditions as may be applicable to you from time to time.

At the sole discretion of the Company, you may also be transferred to any of its existing subsidiary, affiliate, or associate company or to any such companies that may come into existence any time in future anywhere in India or abroad, on such terms and conditions as may be applicable to you from time to time. If you do not report to duty at the transferred location or unit of the Company allocated to you within the Group, within 3 days of the date you were directed to report for duty, your services may be determined by the Company at its discretion.

Compensation:

Kindly refer to **Annexure "II"** for the compensation details of this position.

On completion of six months from the date of joining, you will be redesignated to **Executive** at Band **1B** of the Management cadre and you will also be entitled for the revised compensation as per **Annexure "III"**. The referred revised designation and revised compensation will be subject to you successfully clearing your graduation in your first attempt and being active and not serving notice at the time of revision.

Probation:

You will be on “Probation” for a period of three months from your date of joining. On successful completion of the probation period your services will be confirmed, and a letter to this effect will be issued by the Company.

During the probation period or post confirmation in service, your employment is terminable by either side by giving to the other Forty five days’ notice in writing, or payment in lieu thereof. However, if your services are terminated for any misconduct which leads to “loss of confidence”, your services will be terminated by the Company with immediate effect, without giving you any notice or payment in lieu thereof.

This offer is valid, subject to:

A. All information, facts and figures provided by you in your application / curriculum vitae, and to our Company representatives during your discussions with them, being accurate and to the satisfaction of the Company;

B. Our receiving a “clear” Background Verification Report from an independent agency, which will verify, among other data, your education and previous employment details, as submitted by you

C. Your providing the Company a “self-declaration” of medical fitness in a prescribed format

D. Our receiving your acceptance of this offer of employment within Forty eight (48) hrs from the date of this e-mail

E. Our receiving your confirmation that you will join our services no later than **10-04-2024**.

F. Your actually joining services on the date mentioned in “E” above.

By accepting this offer you give your assent to commence the Background Verification process as per the Company requirements. It will be in your own interest to ensure your referees send in their responses to the Verifying agency promptly.

Please note, that if the Verification report is **“unsatisfactory”**, post joining the Company, your services will be terminated by the Company with immediate effect without giving you any notice or payment in lieu thereof.

An Appointment Letter will be issued to you on completion of joining formalities. This will detail the terms and conditions of your employment with the Company.

Your stint in **Thomas Cook Group** will begin on the date you join the Company.

Episource (An Optum Business) – Selected Students...

External

Inbox

Search for all messages with label Inbox

Remove label Inbox from this conversation

AhamedRiaz RajaMohamed <ahamedriaz.rajamohamed@episource.com> Thu, May 9, 2024, 10:31 AM

Hi Mam,

Please find the list of students for your reference.

S.No	Candidate ID	Name as per Aadhar	Degree	College	Year of Passing	Contact Number	Mail ID
1	4960277	Taniya J	M. Sc. Biochemistry	Avinashilingam Institute For Home Science And Higher Education	2024	8925148274	taniyasundar8101@gmail.com
2	4960257	Jemsiya J	M. Sc. Biochemistry	Avinashilingam Institute For Home Science And Higher Education	2024	8270310723	jinsiya571@gmail.com
3	12279355	Abirami Elangovan	M. Sc. Zoology	Avinashilingam Institute For Home Science And Higher Education	2024	7530004799	abiramielangovan2001@gmail.com
4	12279443	Sudhekshа Sakthivel	M. Sc. Zoology	Avinashilingam Institute For Home Science And Higher Education	2024	9361153193	sudhesakthivel1262@gmail.com

Regards,

Ahamed Riaz | Manager - HR

91 44 49101616 Extn 1616

+ 91 7708580887

Ahamedriaz.Rajamohamed@episource.com

Prince Infocity, 2, 2, 141, Old Mahabalipuram Rd, Kandancavadi, Chennai, Tamil Nadu 600096

www.episource.com

S.P.APPARELS LTD.,

Avinashilingam College for Women – Selected Students List

S.No	Name of the Student	Gender	Name of the Course	Status
1	Divya Shree C	Female	M.Sc TFA	Selected
2	Jenifer S	Female	M.Sc TFA	Selected
5	Shanmugapriya K.P	Female	M.Sc TFA	Selected
3	Arul Rithanya E	Female	M.Sc Biotextiles	Selected
4	Nisha S	Female	M.Sc Biotextiles	Selected
6	Tharani B	Female	M.Sc Biotextiles	Selected
8	Gowri R	Female	B.Sc TAD	Selected
9	Ashwini K	Female	B.Sc TAD	Selected
10	Durga Devi R	Female	B.Sc TAD	Selected
11	Fowmitha Afrin S	Female	B.Sc TAD	Selected
12	Harisma S	Female	B.Sc TAD	Selected
13	Ilakiya T	Female	B.Sc TAD	Selected
14	Pavitra Devi C	Female	B.Sc TAD	Selected
15	Raja Rajeshwari D	Female	B.Sc TAD	Selected
16	Robeena A.M	Female	B.Sc TAD	Selected
17	Sifa M.Y	Female	B.Sc TAD	Selected
18	Vidhya S	Female	B.Sc TAD	Selected
19	Yuvarani S	Female	B.Sc TAD	Selected

Getify Business Services Private Limited

Date: **06th May 2024**

Letter of Appointment

Dear **Dhanushya R P K,**

This refers to your interview with us and subsequent to offer letter confirmed by you. We are pleased to inform you that you have been appointed for the post **HR Executive.**

Here are the key details of your employment with us:

Position: HR Executive

Department: Human Resources

Employment Type: Full-Time

Joining Date: 06th May 2024

Location: Coimbatore

Compensation Package:

Your compensation with CTC of Rs. 19,016.00 /- is fixed and agreed by you based on the discussion/offer letter acceptance. Detailed structure is given in the below Annexure for your reference.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our mission. We assure you of our support for your professional development and goals in your career.

You shall ensure to thoroughly go through the Non-Disclosure Agreement, Employment Agreement and also, make sure to sign and abide the rules and regulations mentioned in the agreements.

For Getify Business Services Private Limited



Dinesh Ramakrishnan
Director

Acceptance of Agreement & Company Policies:

I, hereby agree and accept the terms and conditions mentioned in the appointment letter, Non-Disclosure Agreement & Employment Agreement.

Employee Name: Dhanushya R P K
Signature:

Getify Business Services Private Limited

Compensation Annexure:

Particulars	Amount Per Month
Basic Pay	8,366.00
HRA	3,346.00
Conveyance	5,020.00
Gross Pay	**16,732.00**
Employer EPF	1,740.00
Employer ESI	544.00
Cost to Company (CTC)	**19,016.00**

- All other stuffs like EPF, ESI, Mediclaim, etc will be deducted from your CTC at the time of registering with the Act's when applicable to the company.
- All the employee related statutory contribution will be deducted from your Gross Pay.

Acceptance of Compensation:

I, hereby agree and accept to the compensation mentioned above.

Employee Name: Dhanushya R P K
Signature:

For Getify Business Services Private Limited

Dinesh Ramakrishnan
Director

Placement Placement <placement@avinuty.ac.in>

Aspire For Her - Equitas Application Process

Suganya Mani <suganya.mani@aspireforher.com> Wed, May 15, 2024 at 4:02 PM

To: placement@avinuty.ac.in
Cc: Bhavesh Patel <bhavesh.patel@aspireforher.com>

Dear Dr.Sudharani Ma'am

Please find the list of selected candidates below. As the next step we will be planning the training session.
Please let us know the tentative available date of the students, so we can plan the training accordingly.

S.No	DATE	Organization	Candidate Name	Contact	Role applied for	Current location	Preferred location	Status
1	05-03-2024	Equitas	Tharani G	9944294934	BDO	Coimbatore	Coimbatore	Selected
2	05-03-2024	Equitas	Dharani K	9790210722	BDO	Coimbatore	Coimbatore	Selected
3	05-03-2024	Equitas	Anusha B	8524874968	BDO	Nilgiris	Coimbatore	Selected
4	05-03-2024	Equitas	Sumidha J	6383404769	BDO	Coimbatore	Coimbatore	Selected
5	05-03-2024	Equitas	Vijayalakshmi G	8189907863	BDO	Coimbatore	Coimbatore	Selected

Regards,
Suganya

[Quoted text hidden]

June 2024

Ms. Krishnika.R
4/108, Amman Kovil Street,
Chinnamathampalayam Bilichi(Po)
Coimbatore - 641019

Dear Krishnika,

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"**.

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 employement 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 relavant 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

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.

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.

(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 organistion 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

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.

Kindly attach your signature as a token of your acceptance and return it to the undersigned on 02-June-24.

Sincerely,



_____

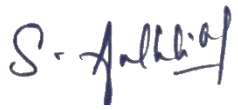
Anthea Vicky

Human Resources

Compensation Break Up		
Name	**Krishnika.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

Krishnika.R

Trainee Engineer

June 2024

Ms. Roshni K S
20, Subbulakshmi Nagar
2nd Street
Coimbatore - 641008

Dear Roshni,

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"**.

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 employement 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 relavant 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

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.

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.

(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 organistion 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

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.

Kindly attach your signature as a token of your acceptance and return it to the undersigned on 02-June-24.

Sincerely,



_____

Anthea Vicky

Human Resources

Compensation Break Up		
Name	**Roshni K 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.,

Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,

Roshni K S

Trainee Engineer

Ridhi Sharma <ridhi.sharma@pod.ai> 10:53 AM (10 minutes ago)

to Rishav, Joita, me, aduplacement, Kirti, controller_aduw, registrar

Dear Placement Team,

Greetings from Pod.ai!

We are glad to share with you, the following candidate(s) have been selected for the final offers at the **Pickyourtrail**.

Name	Degree	Specialization	Phone	Final Call
Safeena	BBA	Retail Management	+91-9944122495	Selected

We congratulate the candidate(s)! Kindly ask the above candidate(s) to keep a check on their emails for further communication from the Company's HR team.

Please feel free to connect incase of any concern.

Best regards,



Email: ridhi.sharma@pod.ai
www.pod.ai

This electronic transmission (and any attached document) is for the sole use of the individual(s) or entity(s) to whom it is addressed. It is POD (Calyxpod Talent Solutions Private Limited) Confidential. If you receive this message in error, please notify me, and destroy the attached message (and all attached documents), immediately.

P ReplyReply allForward

Fwd: Clarus RCM - Offer Confirmation Trainee Medical Coder - 10th Jun 2024

Inbox
Search for all messages with label Inbox
Remove label Inbox from this conversation

Nikila Nikila <nikilaofficial@gmail.com> 10:34 AM (16 minutes ago)

to me

---------- Forwarded message ---------
From: **Nikila Nikila** <nikilaofficial@gmail.com>
Date: Sun, 9 Jun, 2024, 9:09 am
Subject: Re: Clarus RCM - Offer Confirmation Trainee Medical Coder - 10th Jun 2024
To: Lokesh KC <lokesh.kc@clarusrcm.net>

I accept the offer

On Sat, 8 Jun, 2024, 2:51 pm Lokesh KC, <lokesh.kc@clarusrcm.net> wrote:

Dear Candidate,

Congratulations!!

Greetings from Clarus RCM Infotech India Pvt ltd!

Further to your interview, we are pleased to offer you the position **Trainee Medical Coder.**

The terms and conditions will be mentioned in the offer letter which will be sent post-completion of your training period.

You are expected to join on 10th Jun 2024 on the below location **@ 9 AM**

PFB Coimbatore Office Address

2nd Floor, Admission Block, Rathinam College, Eachanari, Coimbatore - 641 021

You would be required to submit the following documents at the time of your joining.

- Documentary evidence of date of birth (AADHAR CARD & PAN CARD)
- Attested copy of all Educational Qualifications (SSC, HSC, Degree/Diploma)and original certficate (SSLC/HSC) to be submitted at time of joining
- 2 passport size photographs (White Background)
- Address Proof.
- Bank Pass book/ Cancelled Cheque.

Request you to kindly send us an acceptance vide return mail, indicating your acceptance of our terms and conditions of employment and ensure not accepting any other offer once you have employed in Clarus

We once again would like to thank you for your interest in seeking a career with the Clarus rcm infoTech india ltd, and look forward to a fruitful and successful career with us

Warm Regards,
LOKESH K C
Sr. Team Lead - Human Resources
C: 953-970-6886
lokesh.kc@clarusrcm.net
www.clarusrcm.com

Requesting offer letter for JRF to seek permission from my university

1 message

Rajan Kashyap <rajankashyap6@gmail.com> Thu, 22 Feb 2024 at 16:25
To: TANUSHREE LOGUKAVI <tanushreeloganathan@gmail.com>

Dear Tanushree
At the moment, you can consult with required authority based on the present email. As this email confirms that you are the candidate selected for the JRF position at the Neuroimaging and Interventional Radiology at National Institute of Mental Health and Neurosciences, Bangalore. A formal offer letter will be sent to you after all the formalities are completed officially (which takes some time). You will be given only 3 days to accept the offer and inform over email/phone; and join the duties by 15th March, 2024. Otherwise the position will be offered to the next candidate.
Before we send the offer letter to you, you can talk to our university and get prepared.
You wont get time after the letter is sent, this will help you to talk to the concerned person

Regards
Dr.Rajan Kashyap
Assistant Professor (Ramalingaswami Fellow)
Department of Neuroimagig and Interventional Radiology
NIMHANS, Bangalore
[Quoted text hidden]

18th June 2024
Ref: iOPEX/LOI JUNE/PAN827

Letter of Intent to offer employment

K Lakshmi Rani Sri
Mobile No.: 7893642979
Email ID: lakshmikommina02@gmail.com

Dear K Lakshmi Rani Sri,

Congratulations! Further to your application and the subsequent selection process, we are delighted to express our intent to hire you as **"Trainee - Engineer"** in **"E1"** grade with iOPEX Technologies Private Limited ("iOPEX" or "Company") as per the details given hereunder.

1. Your work location will be based out of **Bangalore**. However, iOPEX reserves the right to transfer/utilize your services in any other location / division at its own discretion at any time in future.

2. On your joining, you will need to undergo in-house Product / process specific training which is scheduled to commence from **25th July 2024 (THURSDAY)** onwards.

3. You will be signing a service agreement, which details out the scope, terms and conditions of your employment, the necessary training, and the contractual obligations to be with iOPEX, for about **24 Months** from the date of joining.

4. Your total remuneration will be **INR 400000/-** per annum [Rupees four lakh only] (CTC).

5. You will be on probation for a period of six months from the date of joining the Company. On successful completion of probation, your employment stands confirmed subject to all terms and conditions as per organization policies and you will be appraised for satisfactory performance and successful completion of your training within the given time, as per Company policies.

6. In the event of resignation from services, you would need to serve a notice period of two months during probation and three months on or after confirmation of services.

7. Your employment will be subject to clearance of Medical fitness, Background verification, reference check and any other test specified by iOPEX or its client.

We request you to confirm that you have read, understood, and accepted the terms and conditions set forth in this offer within 2 working days from the receipt of the LOI, failing which this letter of intent shall stand withdrawn / cancelled automatically.

This offer of employment shall stand revoked automatically upon your failure to report to the office on the specified date of joining as per the communication sent by the HR team. We request you to kindly carry your acknowledged letter on the date of your joining.

We wish you a long, rewarding, and fulfilling career and look forward to you joining us.

Yours Sincerely,

Leeladhar TV
Senior Director – HR

Encl:

Annexure A – Compensation Details
Annexure B – Other Benefits
Annexure C – System requisites

Letter of Intent (LOI)

Superset ID: 4801540

Date: June 28, 2024

Dear Sivasankari Iyemperumal,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited (" **Cognizant** ") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the **GenC role** and your designation will be **Programmer Analyst Trainee** . Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time Internship Program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to do a full-time Internship or Cognizant identified training program and terms and conditions governing such training program shall be detailed in that Offer Letter.

It is hereby clarified that participation in this full-time Internship program or Cognizant identified training program shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time Internship program or Cognizant identified training program does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

Cognizant shall carry no worker's compensation insurance or any health or accident insurance under this full-time internship program or Cognizant identified training programs and not be liable to pay any contributions to applicable statutory payments such as workmen compensation, provident fund nor shall provide any other contributions or benefits which might be expected in an employer-employee relationship.

Cognizant will not encourage any claim with regard to compensation or other statutory payments under this LOI and it is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not entitle you for any benefits paid or made available to that of Cognizant employees.

Upon your successfully completion of full-time Internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum.** The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you to participate in the full-time Internship program or such Cognizant identified training program as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. https://www.cognizant.com/us/en/documents/code-of-ethics.pdf

This LOI from Cognizant is valid for **3 calendar days,** from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 days from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). https://campus2cognizant.cognizant.com/Pages/Prelogin

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

HAN DIGITAL™
Solution (p) Ltd

3 June 2024

Manjari Sivasamy
4/196,Jallipatti,Salapalayam,Sulur
Coimbatore,Tamil Nadu-641671

Dear Manjari

With reference to your application for employment and subsequent interface you had with us, we are pleased to appoint you as **"Process Associate"** at **Han Digital Solution (P) Ltd.** You will be a full-time employee of Han Digital Solution (P) Ltd and would be based at **Coimbatore.** Your date of joining has been recorded as **3 June 2024.**

You will be entitled to an Annual total compensation of **Rs.2,85,008.00 (Rupees Two Lakh Eighty-Five Thousand and Eight Only)- (Please refer Annexure. 1)**

It is very important that you always keep the terms of this employment letter highly confidential. The terms are based on an individual's experience, background and potential, and are unique to each individual. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time.

"Company" for all purposes in this document shall mean **Han Digital Solution (P) Ltd.**

The conditions of the offer are as follows:

1. You are requested to serve minimum of 3 months of tenure with the company from the date of commencement. Violation of this clause will attract two months of salary as compensation towards training and the expenses that company may have incurred.

2. The Company follows a strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you with one day marked as absent for frequent late marks.

3. You will be on probation for a period of three months from the date of your appointment. Your confirmation will be based on the evaluation of your performance, mutual compatibility and your potential. Confirmation of service after probation will always be in writing. The company may decide to extend probation for a period not exceeding 3 months as it deems fit and will be communicated in writing.

4. Your salary will be reviewed periodically as per Company policy. Changes in your compensation and benefits are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.

5. Salary and incentives will attract statutory deductions as applicable.

02/09/2024

Appointment Letter

Ms. AARRTHI
NO. 167, INDIRA NAGAR,
ELLAITHOTTAM, SOWRIPALAYAM
COIMBATORE, TAMIL NADU

Dear Ms. AARRTHI

We have pleasure in appointing you as a **Physician Assistant** in our Hospital with effective from **02/09/2024** on the following terms and condition.

1. Placement & Compensation
You will be placed in the appropriate band responsibility level of the Organization, your Employment Number will be **C-14899** and you will be entitled to a salary of **Rs.18,000/-p.m.** You will be governed by the rules of the Organization on the subject, as applicable and/or amended hereafter.

2. Salary revision
Your salary will be reviewed each and every year, or at such other time as the Management may decide. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results.

2a. Leave Benefits
You shall be allowed to avail holidays and leaves in accordance with the rules and regulations framed by the organization from time to time.

3. Posting & Transfer
Your Initial Posting is at **Ganga Medical Centre and Hospitals Pvt. Ltd.**, Coimbatore. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the organization may determine, to any department / section, location, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

GANGA

MEDICAL CENTRE & HOSPITALS PVT LTD

313, Mettupalayam Road, Coimbatore - 641043.

Ph: 0422 2485000, 4250000



செல்வி. ஆர்த்தி

Ms. AARRTHI L

C - 14899

PHYSICIAN ASSISTANT

Authorised Signatory

A.K.G.Memorial Co-operative Hospital

(A unit of Co-operative Hospital Society Ltd. No.C.834)

Talap, Kannur, Kerala. Pin: 670002

Phone: 0497 276 2500, Email: akghospitalkannur@gmail.com



ABHIJA CHADAYA

PHYSICIAN ASSISTANT

SECRETARY

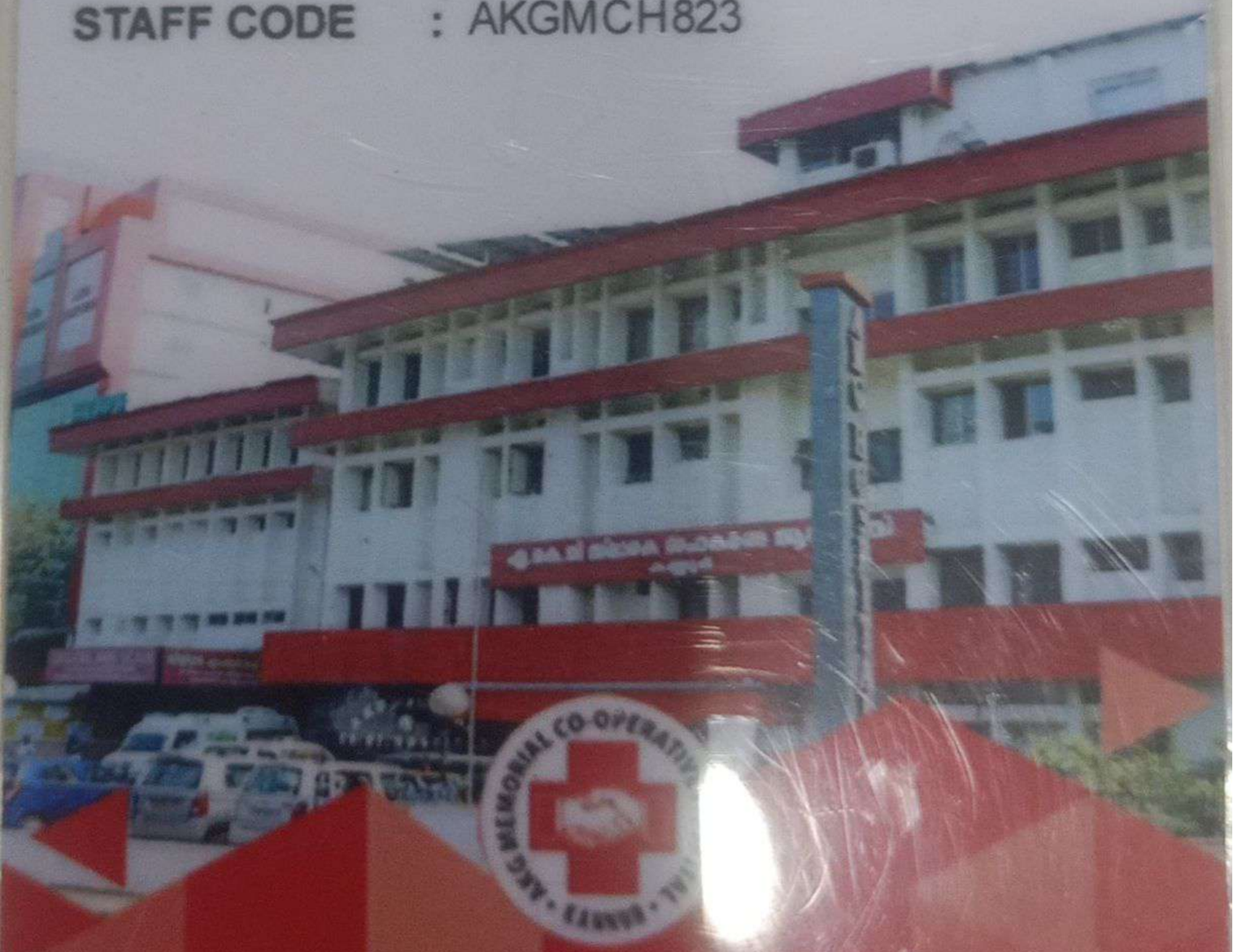
ADDRESS : CHADAYAN HOUSE
KAMBIL NARATH
PIN 670631

PHONE : 7012375929

DOB : 12-07-2002

BLOOD GROUP : O+ve

STAFF CODE : AKGMCH823



A.K.G Memorial Co-operative Hospital

(A Unit of Co-operative Hospital Society Ltd .No.c.834)

Talap,Kannur,Kerala.Pin:670002

Phone : 0497 276 2500,Email:akghospitalkannur@gmail.com

KOVAI MEDICAL CENTER AND HOSPITAL LIMITED
NABH Accredited Hospital Excellence in Healthcare
99, Avanashi Road, Coimbatore - 641 014. INDIA | Phone : (0422) 4323800, 4324000, 6803000
Web : www.kmchhospitals.com | CIN No : L85110TZ1985PLC001659

Appointment Order

Date: 01/08/2024

To

Ms. ABIRAMI S, (Emp.No: 34786)
11/19, KARUNANITHI NAGAR, SAIBABA KOVIL,
AVINASHILINGAM POST, COIMBATORE

Dear Ms. ABIRAMI S,

We refer your application dated 21.06.2024 and the subsequent personal interview you had with us on 21.06.2024. we are pleased to appoint you as **"PHYSICIAN ASSISTANT"** in Cardiology department on the following Terms & Conditions

1. You will be on training for a period of 1 year from the date of joining (01.08.2024 to 31.07.2025).
2. You will be paid a Consolidated Salary of **Rs.18, 000/-**per month. (Refer pay slip for salary breakup)
3. You will be reporting to HOD.
4. During training period you are liable to be terminated in case your performance is not up to the satisfaction of the management.
5. After Successful completion of the training period you may be considered for regularization of your services or extension of further period of training depending upon your ability and performance.
6. You are required to adhere to the information security policies of the Hospital, e-mail rules, internet usage policy and all policies which may be notified from time to time.
7. You are strictly prohibited from sharing passwords allotted to you and any medical/sensitive information you may come across during the course of your employment in the Hospital and you have to sign Employee confidentiality agreement.
8. Disciplinary action along with legal action will be taken in case of any violation of any of the Hospital's security policies.

EXCELLENCE IN HEALTH CARE 30th 1990 - 2021

Cont. Page 2

Ms ABIRAMI S.

9. You are required to deposit original certificates with the Hospital or you can deposit your one month's salary in lieu of depositing certificates.

10. If you choose to resign during the course of the employment, you will have to give one month notice to the Hospital.

11. In case you fail to give notice, you will compensate the hospital by one month salary.

12. During the course of your employment, you will devote all your time exclusively for the work as may be assigned to you by the Management from time to time and you will not engage in or service in any capacity whatsoever either full time or part time or undertake or carry on or be concerned or interested in any business, trades, profession or concern other than the work assigned to you by the Management.

13. In case of any breach on your part of any of the terms and conditions contained herein, or in case you commit a violation of the rules, regulations or polices of the hospital, or in case you commit any misconduct; we shall be at liberty and entitled to dispense with your service without any notice or compensation.

14. During the training period you will be eligible to avail leave as applicable to your cadre.

15. If the foregoing terms and conditions are acceptable to you, you may please sign this letter of appointment in token of your acceptance thereof and return it to us.

For KOVAI MEDICAL CENTER AND HOSPITAL LIMITED

Dr. T. JAYAKUMAR Ph.D
Sr. GENERAL MANAGER – HR

I have fully read and understood the above terms and conditions and accept the same.

Abij. S

Signature of the candidate

Cc: Personnel File

PRASHANTH HOSPITALS

REF/PH- VEL/HR/AL/2024/273 Date:23/07/2024

Ms.Anitha A
No:17/8,Jeevanantham Street,
Nehru Nagar,Velachery Checkpost,
Velachery,
Chennai,
Pincode-600042.
Mobile No:8838731195

Date of Appointment: 23rd July 2024

Dear Ms.Anitha A ,

SUB: APPOINTMENT LETTER

With reference to your application and subsequent interview you had with us, we are pleased to offer you appointment on the following terms and conditions:

1. **JOB TITLE**

Your designation will be Physician Assistant, Department of Operations and you will report to the HOD.

2. **COMPENSATION:**

Your emolument by way of monthly Gross Salary will be Rs.20000 /- per month (Rupees Twenty Thousand per month only). Your compensation is a confidential matter between you and the hospital. You are expected to maintain utmost secrecy of the same.

3. **PLACE OF POSTING:**

Your place of posting will be at Velachery. However the hospital reserves the right to send you on deputation/transfer from one establishment/Department/Section/to another as deemed appropriate depending upon the hospital's requirement

HUMAN RESOURCES

4. CONTRACT OF EMPLOYMENT AND HOURS OF WORK

You will be on probation for six months from the date of joining and your services will be confirmed on successful completion of your probation period at the sole discretion of the management.

During the probation, the appointment can be terminated by either side without assigning any reasons. Your service will be confirmed or extended to further period based on your performance.

You are expected to undertake the assigned your responsibilities honestly and diligently and the management will observe your performance periodically. We have a biometric system and your attendance will be monitored very closely. Any deviation in the timings will be attracting loss of pay and therefore you may adhere to the HR policies very strictly. Your shifts and duty timings will be assigned at the time of joining; however, it may be altered by the management for operational convenience as and when required.

Your working hours as accepted will be from Rotational Shifts.

5. BACKGROUND CHECKS

As part of your joining formalities, our hospital may, at its discretion, conduct background checks to verify your credentials submitted at the time of applying. Also we may conduct a background check with your previous employer. Therefore, the documents listed in the clause pertaining to the 'documents submissions' have to be genuine and submitted should be prior to join our hospital.

6. LEAVE/HOLIDAYS

You will be eligible for leaves and other holidays as per the rules of the hospital.

7. NOTICE PERIOD AND TERMINATION

You have to serve two months month of notice period after producing your resignation letter. Refusing to serve two months of notice will lead to repay two month of your salary and the hospital will not provide the experience and relieving certificates.

During the probationary period your employment can be terminated by either party ay time. After confirmation of your employment with us you may have to observe the notice period as stipulated in the HR policies or pay the equivalent amount in lieu thereof.

The hospital reserves the right to terminate your employment immediately without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the hospital.

PRASHANTH HOSPITALS

8. CONFIDENTIAL INFORMATION

You may adhere to the confidentiality clauses as provided in the joining kit.

10. DRESS CODE

Every staff are required to adhere to the dress codes as stipulated in the hospital's rules and regulations.

11. HOSPITAL PROPERTY

You will always maintain in good condition hospital property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the hospital prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the hospital.

12. BORROWINGS/ACCEPTING GIFTS

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

Kindly sign the duplicate copy of this appointment order in acknowledgement of your acceptance of our offer and return the same to us.

We have pleasure in welcoming you to PRASHATH HOSPITALS and wish you a long,rewarding and mutually beneficial association.

Regards,

For PRASHATH HOSPITAL

PRASHANTH HOSPITALS Velachery Chennai 600 042

Authorized Signatory

I have read, understood and accepted the above terms and conditions of employment. Also, I am aware that I will be governed by the service rules and regulations of the hospital.

Name: : ANITHA . A

Signature : அனிதா . அ

Date : 23 . 07 . 2024

CARITAS
HOSPITAL & INSTITUTE OF HEALTH SCIENCES

CHIHS/HR/2262/24
18.07.2024

Ms. Aparna Damodaran
Puthusseriparambil
Mulanthuruthy P O
Vattukkunnu, Ernakulam

Dear Ms. Aparna Damodaran,

Further to your application requesting to provide Training for a period of 6 months and subsequent interview you had with us, we accept you to get training as Physician Assistant at Caritas Hospital, Thellakom, Kottayam, subject to the following terms and conditions:

1. Your training period will be for six months from 18.07.2024 or from the date of reporting for training as permitted.
2. Your Training shall automatically comes to end on 17.01.2025.
3. You shall report to the HOD of the department or any other person that the Management may at their sole and absolute discretion, designate from time to time.
4. You shall maintain confidentiality with regards to all the information that you shall be privy to.
5. As trainee you are not eligible for any remuneration during the training period. However the management may allow stipend during the training period at its sole discretion. Accordingly the Management would like to provide you stipend of Rs. 20,000/- per month. You will not be eligible for any other allowances or perquisites as applicable for regular staff of the Hospital during the training period.
6. As a trainee, you shall be governed by the working hours of the organization and you shall attend to all emergencies that may require your presence to facilitate your Training, irrespective of time of Day or Week.
7. You shall be bound by the Code of Conduct and policies of Caritas Hospital. You will at all times abide by and be governed by such rules and regulations of the Hospital as may, from time to time, be in force and may be made applicable to you.
8. You are also bound to attend all training programs as and when intimated so as to enable you to get work in a multi-specialty hospital.

9. Management reserves the right to withdraw the training offered without assigning any reason at any time during the training period or at any time if you violate any rules/regulations/policies and protocols of the organisation. The training can also be withdrawn by the management without any notice during the period of Training, should your performance or attitude is found to be not satisfactory.
10. If you want to discontinue the training before completion of the agreed training period at your own will you have to fulfill the conditions, including prior intimation as agreed and also completing the clearance formalities as stipulated.

Please sign the enclosed copy of this Training order and return within 7 days of the issue of this order, to indicate your acceptance.

For Caritas Hospital

Rev. Dr. Binu Kunnath
Director

I, Aparna Damodaran, do hereby confirm that I have clearly read and understood all the terms and conditions mentioned above, and also received a copy each of the Service Rules and Hospital Handbook, and all my doubts and clarifications explained and detailed by the HR Department to my satisfaction and clear understanding in the language I am comfortable and I hereby confirm unconditional acceptance of the Training Offer and assure strict compliance. I also assure that I shall have no claim of regular employment after completion of the Training period.

Name : Ms. Aparna Damodaran

Date : 18-07-2024

Signature : Aparna

MK HEART CLINIC
Reviving Hearts...

APPOINTMENT LETER

DATE:14.07.2024

TO:
Asir Bency Rani.E
Physician associate
Velachery,Chennai.

This has reference of your application to the post of physician associate, we are pleased to inform you that you have been appointed as **Physician associate**(cardiology) in **MK HEART CLINIC**, velachery Chennai. You have will receive a consolidated salary of **Rs.25,000** directly in your bank account.

According to your progress and performance, you will be appoint as a physician associate in **APOLLO HOSPITAL,OMR** under my supervision in the department of cardiology.

DR. M.Kathiresan MD.,DM.FNB.,
Interventional Cardiologist
Reg.No:61217

Dr.M.KATHIRESAN
M.D. D.M.(Cardio) FNB FESC FSCAI
Fellowship in Interventional Cardiology
Senior Consultant Interventional Cardiologist
Registration No:61217

Acknowledgement



Your IMPS Transaction is Approved.

Transaction Reference Number
011224143403298

Retrieval Reference Number
433618832694

Amount
₹25000.00

Commission
5.00

GST Charges
0.90

Total Debited Amount
25005.90

From Account
CA-510909010049018

Payee Account
33102376349

Sender Name
KATHIRESAN M

Payee Name
ASIR BENCY RANI

Transferred for (Remarks)
Salary November 2024

On
2024-12-01 18:50:00.733

Payment Type
IMPS

Add to Favourites

ABHI S.K.HOSPITAL (P) LTD
153, Sathy Main Road, Nallagoundanpalayam, Gobichettipalayam,
Erode Dt, T.N. Pin : 638 453. Ph : 04285 240130 - 32, Mobile : 94422 92995
Email : info@abhiskhospital.com | Web : www.abhiskhospital.com

20.09.2024

TO
Ms CHANDRA PRABHA M,
4/29, MAIN ROAD,
SIRUVALUR,
ERODE (DT) – 638054.

APPOINTMENT LETTER

This has reference to your application for the post of Physician assistant in our institution, we are pleased to inform you that you have been appointed as Physician assistant in our hospital with effect from 01.10.2024 under the following conditions.

- You will receive a consolidated all inclusive gross salary of
- **Rs 12000**/- per month.
- You will be on probation for a period of six month from the date of appointment which may be extended by one year based on your performance during first six month.
- During the period of probation your appointment may be terminated by either side by giving 15 days' notice, or 15 days salary in lieu of notice period.
- On confirmation this appointment may be terminated by either side by giving one month notice or one month salary in lieu of notice period.
- The mere completion of the probationary period or any other extension thereof would not entitle you to automatic confirmation nor will it imply confirmation.

- You will be eligible for free medical attention by the hospital doctor for ordinary ailments.
- You will be expected to take full and active part in the life of hospital, contributing to its growth and development.
- Your appointment, salary increase, Bonus, leave policy, dress code, Code of conduct and disciplinary actions are subject to the ABHI SK HOSPITAL PVT LTD rules and regulations as framed and made applicable to the staff from time to time.
- Your Role, Rights and Responsibilities will be informed in the induction training.
- You will be having change of Department / Rotation / Transfer if necessary, after imparting training about that respective department in order to make you familiar of that new role.
- Please submit Xerox copies of your certificate, address and identity proof **(AADHAR, PAN, VOTER ID, and RATION CARD)** & 4 Passport size photos in the office for our records.

Kindly return the duplicate cope of the order duly signed by you as a token of your acceptance of above noted term and conditions of this appointment.

*****Best wishes*****

30/9/24

Mrs. P. UMA
M.Sc.,M.Phil.,M.Ed.,M.B.A.,(H.A)
General Manager
ABHI S.K. HOSPITAL PRIVATE LIMITED
153, Sathy Main Road, Nallagoundenpalayam,
Karattadipalayam (Po), Gobichettipalayam - 638 453.

M. chandra prabha

KUMARAN
MEDICAL CENTER

11-06-2024

To
Ms.Dhanyalakshmi N
1/37, AD Colony,
Kanur Pudur-Sevur,
Avinashi,
Tiruppur.

Offer Letter

Dear Ms.Dhanyalakshmi N

With reference to your application and subsequent personal interview had with us on Tuesday 11th June 2024, We are pleased to offer you the position of Physician Assistant and you will be paid a consolidated salary **Rs.15,000/-**per month **(Rupees Fifteen Thousand Only).**

You will be reporting to **Dr. A. Valliyappan & Dr. M. Kausalya – Paediatrics** of our Hospital. The detailed appointment order will be given to you at the time of your joining in our organization. You will be responsible for effective utilization of all facilities to promote the products of our Hospital.

Kindly confirm your acceptance by email or letter and inform your joining date before 14.06.2024

Please bring the following documents at the time of your joining:

1.Qualification Certificates original(for Verification) and Xerox Copy 1 set
2.Aadhaar Card and PAN Card Xerox Copy-1 set
3.ID Proof and Address Proof Xerox Copy-1 set
4.Passport Size Photograph-5 No's
5.Previous Employment Experience Certificate & Last 6 Months Salary Statement

With Best Wishes

Yours Sincerely,

For Kumaran Medical Center,

Dr.D.Hari Prasad, MS,MRCS
For KUMARAN MEDICAL CENTER
Chairman

Dr.D. HARI PRASAD, MS(GEN.SUR).,
CHAIRMAN

499/500, Sathy Main Road, Kurumbapalayam,Coimbatore - 641 107
info@kumaranmedical.com kumaranmedical.com | 0422 - 2226222, 9487226644

272212
272041

SOWMIYA HOSPITAL

(An ISO 9001 : 2015 Certified Hospital)

716, Kannarpalayam, KARAMADAI - 64 1 104. Coimbatore Dist.

DR. N.S. JEYARAMAN B.Sc., M.B.B.S.,
M.R.S.H (LONDON) F.C.I.P. AFRICA USA
Regd. No. 20686
(Life Time Achiever 05.09.2012)

DATE : 16.09.2024

APPOINTMENT ORDER

Sub : Appointment of **Miss. S.Gokila B.Sc,** Physician Assistant

Miss. S.Gokila B.Sc., is appointed as Physician Assistant at **SOWMIYA HOSPITAL** ,Karamadai Coimbatore on the following terms and condition.

1. Her appointment will take effect the date of joining the duty. she will be on probation for a period of one year from the date reporting for duty. Her service may be terminated without serving any notice during her probationary period if her service are not satisfactory.
2. She will be governed by rules and regulation in force at from to time .
3. Her salary is fixed at **Rs. 13000/** of all allowance.
4. She should be able to discharge the duties assigned by the principal and management from time to time.
5. She should submit original SSLC or Date Birth Certificate and other Degree Certificate and marks at the time of reporting to duty and also as when required.
6. In case of he wants to relinquish her duties, He has to give one month's notice or one month salary in lieu of notice. However, the management liberty terminate Her services by giving two month's notice or two months salary in lieu of notice , if her services are not required by the management, after completion of probationary period.
7. If the above condition are acceptable, she may retain the original copy of this order and return the duplication copy signed, as a token of acceptance of this appointment order.

I AGREE TO THE ABOVE CONDITIONS

Signature

TO : **Miss.S.Gokila B.Sc.,**

6369817166

Chairman

SOWMIYA HOSPITAL
K.N.P. ROAD
KARAMADAI-641104
COIMBATORE DIST

CARITAS
HOSPITAL & INSTITUTE OF HEALTH SCIENCES

CHIHS/HR/2261/24
18.07.2024

Ms. Hridya Aniyan
Njarukattil
Mulanthuruthy P O
Vattukkunnu, Ernakulam

Dear Ms. Hridya Aniyan,

Further to your application requesting to provide Training for a period of 6 months and subsequent interview you had with us, we accept you to get training as Physician Assistant at Caritas Hospital, Thellakom, Kottayam, subject to the following terms and conditions:

1. Your training period will be for six months from 18.07.2024 or from the date of reporting for training as permitted.
2. Your Training shall automatically comes to end on 17.01.2025.
3. You shall report to the HOD of the department or any other person that the Management may at their sole and absolute discretion, designate from time to time.
4. You shall maintain confidentiality with regards to all the information that you shall be privy to.
5. As trainee you are not eligible for any remuneration during the training period. However the management may allow stipend during the training period at its sole discretion. Accordingly the Management would like to provide you stipend of Rs. 20,000/- per month. You will not be eligible for any other allowances or perquisites as applicable for regular staff of the Hospital during the training period.
6. As a trainee, you shall be governed by the working hours of the organization and you shall attend to all emergencies that may require your presence to facilitate your Training, irrespective of time of Day or Week.
7. You shall be bound by the Code of Conduct and policies of Caritas Hospital. You will at all times abide by and be governed by such rules and regulations of the Hospital as may, from time to time, be in force and may be made applicable to you.
8. You are also bound to attend all training programs as and when intimated so as to enable you to get work in a multi-specialty hospital.

9. Management reserves the right to withdraw the training offered without assigning any reason at any time during the training period or at any time if you violate any rules/regulations/policies and protocols of the organisation. The training can also be withdrawn by the management without any notice during the period of Training, should your performance or attitude is found to be not satisfactory.
10. If you want to discontinue the training before completion of the agreed training period at your own will you have to fulfill the conditions, including prior intimation as agreed and also completing the clearance formalities as stipulated.

Please sign the enclosed copy of this Training order and return within 7 days of the issue of this order, to indicate your acceptance.

For Caritas Hospital

Rev. Dr. Binu Kunnath
Director

I, Hridya Aniyan, do hereby confirm that I have clearly read and understood all the terms and conditions mentioned above, and also received a copy each of the Service Rules and Hospital Handbook, and all my doubts and clarifications explained and detailed by the HR Department to my satisfaction and clear understanding in the language I am comfortable and I hereby confirm unconditional acceptance of the Training Offer and assure strict compliance. I also assure that I shall have no claim of regular employment after completion of the Training period.

Name : Ms. Hridya Aniyan

Date : 18/07/24

Signature :

FORM - T

SALARY DETAILS FOR THE MONTH OF Dec 2024

Sri Ramakrishna Hospital (Multi-Speciality)

Sri Ramakrishna Hospital
No 395,Sarojini Naidu Road, Siddhapudur, Coimbatore-44.

Employee Code	: 13945
Employee Name	: KAVYA.MD
Designation	: PHYSICIAN ASSISTANT
Date Of Joining	: 01/10/2024

Bank	: CANARA BANK
Bank A/C No	: 1238120001182
PF No	:
ESI No	: 5610850262
UAN No	: 0

Payable Days	: 30.00	LOP Days : 0.00	Paid Days : 30.00	
Leave Type	:	CL	EL	SL
Eligible	:	3.00	0.00	3.00
Total Availed	:	0.00	0.00	0.00
Current Month Availed	:	0.00	0.00	0.00
Current Balance	:	3.00	0.00	3.00

Earnings	Amount	Deductions	Amount
BASIC	7,200.00	ESI	135.00
DA	9,540.00	Labour Welfare Fund	20.00
OA	1,260.00		
Total Earnings	**18,000.00**	**Total Deductions**	**155.00**
Net Pay (RS)	**17,845.00**		

Amount in words : (RUPEES SEVENTEEN THOUSAND EIGHT HUNDRED FORTY-FIVE ONLY)

Attendance Details

26-P | 27-P | 28-P | 29-P | 30-P | 1-W | 2-P | 3-P | 4-P | 5-P | 6-P | 7-P | 8-W | 9-P | 10-P | 11-P | 12-P | 13-P | 14-P | 15-W | 16-P | 17-P | 18-P | 19-P | 20-P | 21-P | 22-W | 23-P | 24-P | 25-P

This is an computer generated Payslip.Hence Signature not required.

Flamingo

KUMARAN
MEDICAL CENTER

28-05-2024

To
Ms.Madhu Sri R
343/B Sri Garden,
Srinivasam,
Pillayappampalayam,
Annur.

Offer Letter

Dear Ms.Madhu Sri R

With reference to your application and subsequent personal interview had with us on Tuesday 28th May 2024, We are pleased to offer you the position of Physician Assistant and you will be paid a consolidated salary **Rs.15,000/-**per month **(Rupees Fifteen Thousand Only).**
You will be reporting to **Dr.Kaushik-Neurology** of our Hospital. The detailed appointment order will be given to you at the time of your joining in our organization. You will be responsible for effective utilization of all facilities to promote the products of our Hospital.
Kindly confirm your acceptance by email or letter and inform your joining date before 30.05.2024

Please bring the following documents at the time of your joining:

1.Qualification Certificates original(for Verification) and Xerox Copy 1 set
2.Aadhaar Card and PAN Card Xerox Copy-1 set
3.ID Proof and Address Proof Xerox Copy-1 set
4.Passport Size Photograph-5 No's
5.Previous Employment Experience Certificate & Last 6 Months Salary Statement

With Best Wishes

Yours Sincerely,

For Kumaran Medical Center,

Dr.D.Hari Prasad, MS,MRCS

Chairman

For KUMARAN MEDICAL CENTER

Dr.D. HARI PRASAD, MS(GEN.SUR).,
CHAIRMAN

499/500, Sathy Main Road, Kurumbapalayam,Coimbatore - 641 107
info@kumaranmedical.com kumaranmedical.com | 0422 - 2226222, 9487226644

ANGA CENTRE & HOSPITALS PRIVATE LIMITED

Ganga Medical Centre & Hospitals Private Limited

313 & 314 - 1, Mettupalayam Road, Coimbatore - 641 043. India

Phone: 0422 2485000 / 4250000 | Website: www.gangahospital.com

CIN No.: U40108TZ1994PTC005600

01/08/2024

Appointment Letter

Ms. MALATHI R G
NO. 1/44, EAST STREET,
KEERANATHAM(PO),
COIMBATORE, TAMIL NADU

Dear Ms. MALATHI R G

We have pleasure in appointing you as a **Physician Assistant** in our Hospital with effective from **01/08/2024** on the following terms and condition.

1. Placement & Compensation
You will be placed in the appropriate band responsibility level of the Organization, your Employment Number will be **C-14806** and you will be entitled to a salary of **Rs.18,000/-p.m.** You will be governed by the rules of the Organization on the subject, as applicable and/or amended hereafter.

2. Salary revision
Your salary will be reviewed each and every year, or at such other time as the Management may decide. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results.

2a. Leave Benefits:
You shall be allowed to avail holidays and leaves in accordance with the rules and regulations framed by the organization from time to time.

3. Posting & Transfer
Your Initial Posting is at **Ganga Medical Centre and Hospitals Pvt. Ltd.**, Coimbatore. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the organization may determine, to any department / section, location, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

Dr. S. Raja Sabapathy
M.S. (Gen)., M.Ch. (Plastic)., DNB (Plastic)., FRCS (Edin.)., FAMS., Hon. FRCS (Glasgow)., Hon. FRCS (Eng)., Hon. FACS D Sc (Hon.)
Chairman, Department of Plastic Surgery, Hand Surgery, Reconstructive Microsurgery and Burns
Email: srs@gangahospital.com

Dr. S. Rajasekaran
M.S., DNB., FRCS (Ed.)., M.Ch. (Liverpool)., FACS., FRCS (Eng)., Ph.D.
Chairman, Department of Orthopaedics, Trauma and Spine Surgery
Email: sr@gangahospital.com

. **Probation:**

You will be on probation period of six / twelve months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

5. Full time employment :

Your Position is a whole time employment with the Organisation and you shall devote yourself exclusively to the service and interests of the Organisation. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (expect as shareholders / debentures holder), in any other trade or business during your employment with the Organisation, without permission in writing of the Board of Directors of the Organisation. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

6. Intellectual Property:

If you conceive any new or advanced method or improving designs / processes / formulae / systems, etc, in relation to the operations of the Company, such developments will be fully communicated to the Organisation and will be, and remain, the sole right / property of the Organisation.

7. Responsibilities & Duties:

Your work in the Organisation will be subject to the rules and regulations of the Organisation as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

8. Past Records:

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

9. Retirement:

The retirement age is **58 years**. You will retire from the employment of the Company at the end of the month in which you attain58 years of age.

10. Termination of employment

During the probationary period and any extension thereof, your services may be terminated on either side by giving 30 days notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month(30 days) notice or salary in lieu thereof.

Upon termination of employment, you will immediately hand over to the Organization all correspondence, specifications, formula e, books, documents, market data, cost data, drawings, affects or records belonging to the company or relating to its business ans shall not retain or make copies of these items.

Upon termination of employment, you will also return all company property, which ,may be in your possession.
Your continuous absence without any intimation more than 30 days, your services may be terminated.

11. Medical fitness

This appointment is subject to your being, and remaining, medically fit.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records

Note :

- It is expected that individual compensation package would not be shared with our employee
- Applicable tax would be borne by the employee.

We are happy to welcome you to our organization and look forward to your growth with the organization.

Thanking you,
For Ganga Medical Centre and Hospitals Pvt. Ltd.

P.PERIYASAMY LEELAKRISHNAN
Chief Manager-Finance & Administration

ACCEPTANCE

I, Malathi. R. Gr. residing at 1/144, East street, Keeranatham (Po), Coimbatore - 15
Have read and understood that the above terms and conditions of probation set out herein and I hereby agree to abide by them.

Date : 01/08/2024

Place : Coimbatore

(Signature of the employee)

R.Y.

CNS HOSPITALS

NO 5/647, AVINASHI MAIN ROAD, ANAIPUDUR,
TIRUPPUR - 641 654.
Land Line: 04296-296886, Mobile: 75300 55886
Email: cnsneurohospital@gmail.com

25.06.2024

OFFER LETTER

Dear **Nisha**,

Congratulations! We are pleased to confirm that you have been selected to work for **CNS Hospitals.** We are delighted to make you the following job offer.

The position we are offering you is that of **Physician Assistant with a CTC of Rs.15000/-** per month.

Your date of joining will be on **01.07.2024.** Please report to Administration Department for documentation and orientation. If this date is not acceptable, please contact us immediately.

On your acceptance of this offer, you will be on **Probation for a period of 3months**.

In case of relieving your position from CNS Hospitals, prior intimation should be given by you for a notice period of 2months.

Management has every right to terminate you from the job at any time in case of misconduct.

We are confident that you will be able to make a significant contribution to the growth and success of CNS Hospitals and looking forward to work with you.

Sincerely,

Dr.Ramesh S, M.S.,M.Ch.,
Chairman & Medical Director
CNS Hospitals

Mrs.Shudha R V, M.Tech.,
Managing Director
CNS Hospitals

S. Nisha

Accepted by,
Miss.Nisha.S

CNS

HOSPITALS

We Care Always



Miss.NISHA.S

PHYSICIAN ASSISTANT

D.O.J : 01.07.2024

Authorised Signature

KOVAI MEDICAL CENTER AND HOSPITAL LIMITED
NABH Accredited Hospital Excellence in Healthcare
99, Avanashi Road, Coimbatore - 641 014. INDIA | Phone : (0422) 4323800, 4324000, 6803000
Web : www.kmchhospitals.com | CIN No : L85110TZ1985PLC001659

Appointment Order

Date: 24/07/2024

To

Ms. NIVITHA RAMALINGAM, (Emp.No: 34758)
1/6, KARUKKAMPALAYATHAR STREET, VELANATHAM
ATTAYAMPATTI, SALEM

Dear Ms. NIVITHA RAMALINGAM,

We refer your application dated 12.07.2024 and the subsequent personal interview you had with us on 12.07.2024, we are pleased to appoint you as **"PHYSICIAN ASSISTANT"** in Paediatrics department on the following Terms & Conditions

1. You will be on training for a period of 1 year from the date of joining (24.07.2024 to 23.07.2025).
2. You will be paid a Consolidated Salary of **Rs.17, 700**/-per month. (Refer pay slip for salary breakup)
3. You will be reporting to HOD.
4. During training period you are liable to be terminated in case your performance is not up to the satisfaction of the management.
5. After Successful completion of the training period you may be considered for regularization of your services or extension of further period of training depending upon your ability and performance.
6. You are required to adhere to the information security policies of the Hospital, e-mail rules, internet usage policy and all policies which may be notified from time to time.
7. You are strictly prohibited from sharing passwords allotted to you and any medical/sensitive information you may come across during the course of your employment in the Hospital and you have to sign Employee confidentiality agreement.
8. Disciplinary action along with legal action will be taken in case of any violation of any of the Hospital's security policies.

Cont. Page 2

KMCH

KMCH SULUR HOSPITAL



NIVITHA RAMALINGAM

Physician Assistant

Excellence in Healthcare

APPOINMENT LETTER

NAME: Miss.PREETHI.N

On behalf of Cardio diabetic centre We are pleased to inform you that you are appointed as Physician Assistant in our institution.Details as given below.

POSITION: PHYSICIAN ASSISTANT

MONTHLY SALARY: Rs 16,000.

ANNUAL BONUS: BASED ON YOUR PERFORMANCE:

You need to submit the required documents at the time of joining.

We look forward to you being a part of CDC team.



Coimbatore

30.4.24

Dr.D.Chakkravarthi.

(MD, DNB, FACC ,FESC, FSCAI)

CHIEF

ACADEMIC RESEARCH AND TRAINING.

GANGA

GANGA HOSPITAL (OBSERVER)

313, Mettupalayam Road, , Coimbatore. Ph: 0422 - 2485000

Ms. PRIYANGA S

Emp No : 404354

PHYSICIAN ASSISTANT

DOJ - 04/06/2024

G. KUPPUSWAMY NAIDU MEMORIAL HOSPITAL
(A Unit of the Kuppuswamy Naidu Charity Trust for Education and Medical Relief)
Accredited by National Accreditation Board for Hospitals & Healthcare Providers (NABH)
Post Box No. 6327, Nethaji Road, Pappanaickenpalayam
Coimbatore - 641 037, INDIA.

GKNMH/HR/2023 **Sep 09, 2024**

Ms. Rajalakshmi D,

0

Dear **Ms. Rajalakshmi D,**

Sub: Offer of Intent Letter

With reference to your application and the subsequent discussion you had with us, we are pleased to make an offer to you for the position of **Physician Assistant** as per the mutually agreed terms and conditions.

A detailed appointment order will be issued to you after joining.

This offer letter is issued on the understanding that all the information furnished by you in your application is correct and true.

This offer is subject to you being found medically fit after examination by our doctor.

You are requested to produce the following documents for our records before (or) at that time of reporting duty without fail, if not submitted at that time of interview:

a) Certificate of reference from two persons repute, which can be your previous Institution, Employer,

a Gazetted Officer, an Advocate etc., on their letterhead with seal.

b) Attested copies of all certificates relating to your education, experience etc.,

c) A relieving letter and last drawn salary/bank statement from your present / previous employer.

d) Eight no. of passport size copies of your latest photographs.

We expect you to report for duty on or before **September 02, 2024** and complete the joining formalities. Please confirm us of the date on which you will join us.

We welcome you on board and look forward to a long and mutual beneficial association.

Dr. Manoharan
Chief Medical Officer

I accept my offer as **Physician Assistant** in G Kuppuswamy Naidu Memorial Hospital (GKNMH) as per the terms and conditions agreed upon. I will be reporting for duty on the above mentioned date.

Date: Name & Signature

SNR

Sri Ramakrishna Hospital (Multi Speciality)

Medical Service : M/s. SNR Sons Charitable Trust
395, Sarojini Naidu Road, Coimbatore - 641 044. Ph : 0422 - 4500000
GSTIN No : 33AABTS1080P1ZA

Ref: SRH/HR/2024

DATE – 10.06.2024

Ms. RITHIKA GAYATHIRI. M
107, PATTALAMMAN KOVIL STREET, SHOBA NAGAR ROAD,
AVARAMAPALAYAM, COIMBATORE – 641006.

APPOINTMENT ORDER

This has reference to your application and subsequent interview you had with us on **03.06.2024**. We are pleased to inform you that you have been selected as a **PHYSICIAN ASSISTANT** in our Hospital under the following terms and conditions:

01. You are expected to perform your duties diligently and rise to the expectations of the management. You should work faithfully and diligently to the utmost satisfaction of the management.

02. You should be willing to work in any other departments in case of necessity and you should be available to attend emergency duty on any part of the day.

03. Your probation period will be for a period of One Year. Your probation period is liable to be extended if considered necessary. During your probation period you will be paid a consolidated pay of **Rs. 17,000/-** (Rupees Seventeen Thousand only) per month.

04. You will be eligible for ESI, One day Casual leave per month as applicable to other staff members of the Hospital. Other than the above you are not eligible for any other allowances and perks of whatsoever nature.

05. Your services can be terminated by either side by giving one month notice (not calendar) in writing or one month's salary in lieu thereof.

06.You will be reporting to **THE MEDICAL SUPERINTENDENT / THE CONSULTANT / THE MANAGER – HR** during the tenure of your appointment here. You are also likely to be posted to any sister institution of the Trust if needed.

07. Your appointment is on the clear understanding that all the information furnished by you in your application is correct, true, and complete. If it is found at any time later that the information is incorrect, untrue, or incomplete, your services are liable to be terminated without any notice or payment in lieu thereof.

08. During the tenure of your services with our organization you shall not serve any other concern nor be directly or indirectly interested there in.

09. In case of any gross misconduct / in disciplinary issues, poor performance, your service will be terminated immediately without any notice or payment.

10. You will be governed by the rules and regulations orders of the Organization applicable to other employees of the organization

11. You shall keep the Organization informed of any change in your address, marital status, or any other relevant information.

12. You shall keep all the information's gathering from our Institution are to be kept confidential.

13. You are requested to submit duly attested copies of the following documents:

(a) Certificates in proof of educational qualifications starting from "School Leaving certificate"

(b) Service certificates issued by your previous employer showing the details of last drawn emoluments

(c) Two passport size photos, PAN Card and Ration card or Voter identity card Xerox.

14. You will not engage yourself directly or indirectly in any service or be concerned in any manner in any business other than that of the company and shall not associate yourself not let your work, name, or personality be used by any other media organization operating in India without express consent of the management in writing.

15. You are requested to join duty on or before **10.06.2024**

In token of acceptance, you are requested to forward us the duplicate copy of this appointment order duly signed by you.

With Best Wishes,
For SRI RAMAKRISHNA HOSPITAL

VIJAYAKUMAR. N
HR Manager

Acknowledgement

I hereby acknowledge the receipt of this order No. SRH/HR/2024 Dated : 10.06.2024 And I would like to confirm my acceptance.

(Signature)

CARRUS
HEALTH INDIA
PRIVATE LIMITED

APPOINTMENTORDER

11.06.2024

To ,
Ms. Sandhiya Kannan.
1/2A,Periyathottipalayam,
Gandhinagar,Mettupalayam,
Coimbatore - 641104

Dear Ms. Sandhiya,

We are pleased to offer you a position in our organization, Carrus Health India Pvt Ltd (Carrus), as "Coding Executive Trainee." This offer takes effect from your date of joining June 13th, 2024 which shall not be later than June 20th, 2024

1. You will be on probation for Six months from the date of joining us.

2. Your compensation package would be as in Annexure A, attached. However, the structure of your compensation plan may be altered from time to time in accordance with the organization's Compensation policy and practices.

3. During your probation period, the company reserves the right to terminate your services at any time without assigning any reason whatsoever and without notice. If, on the expiry of the probation period, your services are not confirmed in writing, you will be deed to continue on probation even beyond the period of probation originally prescribed or subsequently extended.

4. During probation, the notice period required for resignation is two months on either side. After probation, the notice period required for resignation is one month on either side.

5. As an employee of Carrus Health India Pvt Ltd, it is likely that you will work on confidential and or proprietary information related to the operations, products, and services of Carrus and its clients. To protect the interests of Carrus and its clients, all employees must read and sign an Employment Agreement before beginning employment.

6. You will abide by the rules and regulations of the Company as may be in force from time to time, and if any violation is made, you will be subjected to Disciplinary action.

7. Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.

8. This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

9. Any disputes arising out of this letter shall be governed by and construed in accordance with the laws of India.

10. This offer is valid till June 12th , 2024. If you do not confirm the acceptance, Carrus Health India Pvt Ltd., has the right to withdraw the offer.

11. We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

On the date of joining, please bring the following documents for verification / submission:

1.Original and copies of educational certificates and mark sheets.
2.Relieving letter & experience certificate from previous employer[s].
3.Salary certificate from previous employer.
4.Original & copy of your passport
5.Three passport size photograph

Your signature at the end of this letter confirms that the conditions of your employment.

Kindly sign and return to us the duplicate copy of this letter and Annexure as your Acceptance.

Wish you all the best

Yours Sincerely,

For Carrus Health India Pvt Ltd,

Corporate Head

Anbu Nachimuthu

Authorized Signatory

I agree to the above terms and conditions

Signature of Probationer

Annexure A - Compensation Details

Salary Structure

Basic Salary	Rs. 12,500
House rent allowance	Rs. 6,250
Other Allowance	Rs. 6,250
Gross	**Rs. 25000**
Internet Allowance	**Rs. 300**
Total Net Pay	**Rs. 25300**

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

GANGA

MEDICAL CENTRE & HOSPITALS PVT LTD

313, Mettupalayam Road, Coimbatore - 641043.

Ph: 0422 2485000, 4250000



செல்வி. சரண்யா

Ms. SARANYA M

C - 14937

Physician Assistant

Authorised Signator

SALARY DETAILS FOR THE MONTH OF November 2024

GANGA MEDICAL CENTRE AND HOSPITALS PVT LTD.

313, Metupalayam Road ,
Coimbatore. Ph: 0422 - 2485000

Employee Code	:	C-14937
Employee Name	:	Ms. SARANYA M
Guardian Name	:	MURUGESAN P
Designation	:	Physician Assistant
Date Of Joining	:	01/10/2024

Bank	:	Karur Vysya Bank	Payable Days	:	26.0	LOP : 0.0	
Bank A/C No	:	1120166000181014	Leave Type	:	CL	EL	SL
PF No	:	CBCBE00284010000022966	Eligible	:	3.0	0.0	0.0
ESI No	:	5610853342	Total Availed	:	0	0	0
UAN No	:	102133771849	Current Month Availed	:	0	0	0
			Current Balance	:	3.0	0.0	0.0

Category	Fixed Salary	Earned Salary	Deductions	
BASIC	5507	5507	PF	1800.00
DA	9540	9540	EW	10.00
HRA	1101	1101	ESI	131.00
CONVEYANCE	800	800		
WASHING	550	550		
OTHER ALLOWANCE	502	502		
Total	**18000**	**18000**	**Total Deduction**	**1941.00**
Net Pay(RS)		**16059**		

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
P	P	WO	P	P	P	CH	P	P	WO	P	P	P	P	P	P	WO	P	P	P	P	P	P	WO	P	P	P	P	P	P	

*** Computer Generated Slip. No Sign Required**

KMCH

KOVAI MEDICAL CENTER AND HOSPITAL



SENBAGAPRIYA BALAKRISHNAN

Physician Assistant To Dr Santhakumar

Excellence in Healthcare

Scanned with ACE Scanner

KOVAI MEDICAL CENTER AND HOSPITAL LIMITED
NABH Accredited Hospital Excellence in Healthcare
99, Avanashi Road, Coimbatore - 641 014. INDIA | Phone : (0422) 4323800, 4324000, 6803000
Web : www.kmchhospitals.com | CIN No : L85110TZ1985PLC001659

Appointment Order

Date: 02/09/2024

To

Ms. SENBAGAPRIYA BALAKRISHNAN, (Emp.No: 34903)
123/5, NORTH STREET, VINAYAGAM RICE MILL,
PARAMATHY VELUR, NAMAKKAL

Dear Ms. SENBAGAPRIYA BALAKRISHNAN,

We refer your application dated 17.05.2024 and the subsequent personal interview you had with us on 17.05.2024, we are pleased to appoint you as **"PHYSICIAN ASSISTANT"** in Pulmonology department on the following Terms & Conditions

1. You will be on training for a period of 1 year from the date of joining (02.09.2024 to 01.09.2025).
2. You will be paid a Consolidated Salary of **Rs.18, 000**/-per month. (Refer pay slip for salary breakup)
3. You will be reporting to HOD.
4. During training period you are liable to be terminated in case your performance is not up to the satisfaction of the management.
5. After Successful completion of the training period you may be considered for regularization of your services or extension of further period of training depending upon your ability and performance.
6. You are required to adhere to the information security policies of the Hospital, e-mail rules, internet usage policy and all policies which may be notified from time to time.
7. You are strictly prohibited from sharing passwords allotted to you and any medical/sensitive information you may come across during the course of your employment in the Hospital and you have to sign Employee confidentiality agreement.
8. Disciplinary action along with legal action will be taken in case of any violation of any of the Hospital's security policies.

Cont. Page 2

Scanned with ACE Scanner

BRAIN & SPINE
Enriching Lives

A unit of BVL Group

Date: 07.08.2024

Ms Shobana K
1/47, Pillaiyar Kovil street,
Tajpura, Arcot,
Vilapakkam Taluk, Ranipet Dist.
Tamilnadu - 632521

Dear Ms Shobana K

With Reference to your application and the subsequent discussions you had with us, we are happy to inform you that we are appointing you as **"Physician Assistant"** at **Brain and Spine Hospitals Private Limited, Chennai** on the following terms and conditions:

1. You will be paid a salary of Rs.18,000/- (Rupees Eighteen Thousand only) per month, the break-up of which is as follows:

Basic Plus DA	Rs.18,000
Gross Salary	**Rs.18,000**

2. You will be on probation for a period of One Year English Calendar months from the date of your joining duty. Your probation is liable to be extended for a further period of six months or part thereof at the discretion of the management.

3. During the period of probation, you will be given extensive training at the expenditure of the Hospital.

4. You will be confirmed in the service of the Hospital only on successful completion of your probation.

5. You will be entitled for leave strictly in accordance with the procedure laid down in the standing orders of the Hospital.

6. During the course of your employment with the Hospital, you shall not take up or engage yourself either directly or indirectly in any other employment, whether part-time or otherwise or carry on any business, profession or avocation of any nature whatsoever.

7. You shall not disclose to any unauthorized person any confidential information relating to the work or process of the Hospital, which may come into your possession in the course of your employment with the Hospital.

8. You are liable to be transferred to any other department or from one unit to another of the Hospital at any place or to any Hospital owned by any other Company in which the Management of this Hospital has vested interest.

BRAIN & SPINE HOSPITALS PVT. LTD. No. 42, 1st Main Road, C.I.T. Nagar (West) NANDANAM, CHENNAI-35

KUMARAN
MEDICAL CENTER

28-05-2024

To
Ms.Sowmiya R
864, Kadathur,
S.S. Kulam,
Kattampatti Post,
Coimbatore.

Offer Letter

Dear Ms.Sowmiya R

With reference to your application and subsequent personal interview had with us on Tuesday 28th May 2024, We are pleased to offer you the position of Physician Assistant and you will be paid a consolidated salary **Rs.15,000/-**per month **(Rupees Fifteen Thousand Only).**
You will be reporting to **Dr.Saravanan Sakthivelu-General Medicine** of our Hospital. The detailed appointment order will be given to you at the time of your joining in our organization. You will be responsible for effective utilization of all facilities to promote the products of our Hospital.

Kindly confirm your acceptance by email or letter and inform your joining date before 30.05.2024

Please bring the following documents at the time of your joining:

1.Qualification Certificates original(for Verification) and Xerox Copy 1 set
2.Aadhaar Card and PAN Card Xerox Copy-1 set
3.ID Proof and Address Proof Xerox Copy-1 set
4.Passport Size Photograph-5 No's
5.Previous Employment Experience Certificate & Last 6 Months Salary Statement

With Best Wishes

Yours Sincerely,

For Kumaran Medical Center,

Dr.D.Hari Prasad, MS,MRCS

Chairman

For KUMARAN MEDICAL CENTER

Dr.D. HARI PRASAD, MS(GEN.SURG.),
CHAIRMAN

499/500, Sathy Main Road, Kurumbapalayam,Coimbatore - 641 107
info@kumaranmedical.com kumaranmedical.com | 0422 - 2226222, 9487226644

FREEDOM INSTITUTE OF MEDICAL SCIENCES



MS. R. SRI PRABHA

PHYSICIAN ASSISTANT

FIMS/CO/399

FIMS
HOSPITALS
FREEDOM OF HEALTH



Women's motherhood

Name: B. Subathra

Department: Medical Operation

Employee No :

Card Validity: 4/12/2024

B. Subathra

Employee Signature

HR Signature

CN072460026

Model Contract of Apprenticeship Training for Major/Minor* Apprentices



1.	Name and Registered Address of Establishment	: TALENTPRO INDIA HR PRIVATE LIMITED (E10193300014)
	with Telephone no & E-mail address	: NO.64(OLD NO.30), III FLOOR, ChennaiChennai, Tamil Nadu : 044-42123500 : sainathan.pillai@talentproindia.com
2.	(a) Name of Apprentice (Block Letters)	: SUBATHRA BAGAMPRIYAN (A072402757)
	(b) Father's/Mother's /Spouse's Name	: Bagampriyan
3.	Address of apprentice	: 1417, PATTHAKADU, MANAMELKUDI TALUKA, 14 : 17, Tamil Nadu, Pudukkottai, 614620, 141 : 7, : Pudukkottai, Tamil Nadu
4.	Gender	: Female
5.	Date of Birth	: 09-09-2003
6.	(a) Whether belongs to SC/ST/OBC/PwD/ Minority	: No
	(b) Name of the Category	: General
7.	Educational Qualification (Highest)	: Graduate - B.Sc
8.	(a) Category of Apprenticeship	: Optional
	(b) Name of the trade for which Apprentice is training	: General Duty Assistant V2.0
9.	Apprenticeship Training duration (Total)	: 360 Days
	(a) Duration of Basic Training	: 2 Weeks
	(b) Period of On-the-Job Training	: From 01-07-2024 to 25-06-2025
10.	Apprenticeship Training Location	: RHEA - Coimbatore
	(a) Name and address of facility where Basic Training is to be provided	: N/A
	(b) Name and address of the facility where On-the-Job Training is to be provided	: TALENTPRO INDIA HR PRIVATE LIMITED RHEA - Coimbatore Coimbatore Tamil Nadu
11.	(a) Date of execution of contract	: 23-07-2024
	(b) Age of Apprentice on the date of execution of contract	: 20 years, 10 months and 14 days
12.	Is the establishment opting for benefits under NAPS*? *If yes, Annexure 2 to this contract will also be applicable.	: Yes

***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

For Non-DBT cases- Full stipend will be paid by the employer

13. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	15000	15000	0
(b) During 2nd year of training	N/A	N/A	0
(c) During 3rd and 4th year of training	N/A	N/A	0

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

    (b) Relationship with the Apprentice : N/A

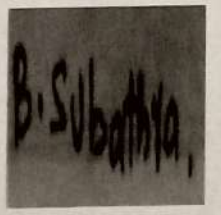
15. (a) Whether Apprentice was identified through approved Third Party Aggregator : No

    (b) Name of TPA (if applicable) : N/A

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



Signature of the Employer with seal



Signature of Apprentice

Signature of Guardian

G. KUPPUSWAMY NAIDU MEMORIAL HOSPITAL
(A Unit of the Kuppuswamy Naidu Charity Trust for Education and Medical Relief)
Accredited by National Accreditation Board for Hospitals & Healthcare Providers (NABH)
Post Box No. 6327, Nethaji Road, Pappanaickenpalayam
Coimbatore - 641 037, INDIA.

GKNMH/HR/2023 **Aug 13, 2024**

Ms. Suhitha S,

0

Dear **Ms. Suhitha S,**

Sub: Offer of Intent Letter

With reference to your application and the subsequent discussion you had with us, we are pleased to make an offer to you for the position of **Physician Assistant** as per the mutually agreed terms and conditions.

A detailed appointment order will be issued to you after joining.

This offer letter is issued on the understanding that all the information furnished by you in your application is correct and true.

This offer is subject to you being found medically fit after examination by our doctor.

You are requested to produce the following documents for our records before (or) at that time of reporting duty without fail, if not submitted at that time of interview:

a) Certificate of reference from two persons repute, which can be your previous Institution, Employer, a Gazetted Officer, an Advocate etc., on their letterhead with seal.

b) Attested copies of all certificates relating to your education, experience etc.,

c) A relieving letter and last drawn salary/bank statement from your present / previous employer.

d) Eight no. of passport size copies of your latest photographs.

We expect you to report for duty on or before **August 01, 2024** and complete the joining formalities. Please confirm us of the date on which you will join us.

We welcome you on board and look forward to a long and mutual beneficial association.

Dr. Manoharan
Chief Medical Officer

I accept my offer as **Physician Assistant** in G Kuppuswamy Naidu Memorial Hospital (GKNMH) as per the terms and conditions agreed upon. I will be reporting for duty on the above mentioned date.

Date: Name & Signature

CNS HOSPITALS

NO 5/647, AVINASHI MAIN ROAD, ANAIPUDUR,
TIRUPPUR - 641 654.
Land Line: 04296-296886, Mobile: 75300 55886
Email: cnsneurohospital@gmail.com

25.06.2024

OFFER LETTER

Dear **Ugandhana**,

Congratulations! We are pleased to confirm that you have been selected to work for **CNS Hospitals.** We are delighted to make you the following job offer.

The position we are offering you is that of **Physician Assistant with a CTC of Rs.15000/-** per month.

Your date of joining will be on **01.07.2024.** Please report to Administration Department for documentation and orientation. If this date is not acceptable, please contact us immediately.

On your acceptance of this offer, you will be on **Probation for a period of 3months.**

In case of relieving your position from CNS Hospitals, prior intimation should be given by you for a notice period of 2months.

Management has every right to terminate you from the job at any time in case of misconduct.

We are confident that you will be able to make a significant contribution to the growth and success of CNS Hospitals and looking forward to work with you.

Sincerely,

Dr.Ramesh S, M.S.,M.Ch.,
Chairman & Medical Director
CNS Hospitals

Mrs.Shudha R V, M.Tech.,
Managing Director
CNS Hospitals

Ugandhana.C

Accepted by,
Miss.Ugandhana

CNS

CNS HOSPITALS

We Care Always



Miss.UGANDHANA.C

PHYSICIAN ASSISTANT

D.O.J : 01.07.2024

Authorised Signature

Offer: Computer Consultancy
Ref: TCSL/DT20245429462/Chennai
Date: 14/07/2024

Ms. Lakshmi Rani Sri Kommina
Priya Hostel,
Gn Mills,
Coimbatore-641029,
Tamil Nadu.
Tel# -

Dear Lakshmi Rani Sri Kommina,

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** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of **₹14,784/-** 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 **₹5,914/-** 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. **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.

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be **₹600/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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 expenses towards professional membership as per TCSL's policy.

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

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 towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

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

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

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

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice

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

sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

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

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

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS 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 in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

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.

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

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

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

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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, 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.

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

18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

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

- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) 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.

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

GROSS SALARY SHEET **Annexure 1**

Name	**Lakshmi Rani Sri Kommina**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Avinashilingam Deemed Univ. For Women, Coimbatore**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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.

*** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

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

Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	**BHUBANESWAR** TCS XP HR Lead Tata Consultancy Services, Kalinga Park | Talent Development Block | Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	**CHENNAI** XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	**HYDERABAD** XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	**KOLKATA** TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	**NAGPUR** TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	**TRIVANDRUM** TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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

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 Associate 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 Associate in the course of or in connection with or arising out of the Associate'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 Associate 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 Associate.

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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

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

4. Prior knowledge

Associate 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. Associate 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

Associate 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.

Associate 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 Associate's Rights

Associate 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 employment 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 Associate 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 Associate of the Confidential Information.

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

9. Equitable Rights

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

10. General

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

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

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

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

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

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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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

Offer: Computer Consultancy
Ref: TCSL/DT20245452430/Chennai
Date: 14/07/2024

Ms. Madhurambikai Madhu
55 Thirukkural StreetNorth Periyar Nagar,
Periyar Nagar Bus Stop,
Vriddhachalam-606001,
Tamil Nadu.
Tel# 91-9976987188

Dear Madhurambikai Madhu,

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** Grade **Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** 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 **₹5,914/-** 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. **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.

4. **Communication Allowance**
   You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus
Your Performance Bonus will be **₹600/-** per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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 expenses towards professional membership as per TCSL's policy.

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

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 towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (From 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity
You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

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

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

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

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice

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

sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

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

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

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS 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 in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

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.

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

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

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

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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, 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.

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

18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in https://nextstep.tcs.com Your background check initiation is complete only when you initiate your BGC online at https://nextstep.tcs.com and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required

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

- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) 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.

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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

GROSS SALARY SHEET **Annexure 1**

Name	**Madhurambikai Madhu**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Avinashilingam Deemed Univ. For Women, Coimbatore**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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.

*** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

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

Annexure 2

AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	**BHUBANESWAR** TCS XP HR Lead Tata Consultancy Services, Kalinga Park | Talent Development Block | Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	**CHENNAI** XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	**HYDERABAD** XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.	**KOLKATA** TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	**NAGPUR** TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	**TRIVANDRUM** TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India

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

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 Associate 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 Associate in the course of or in connection with or arising out of the Associate'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 Associate 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 Associate.

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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

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

4. Prior knowledge

Associate 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. Associate 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

Associate 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.

Associate 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 Associate's Rights

Associate 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 employment 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 Associate 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 Associate of the Confidential Information.

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

9. Equitable Rights

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

10. General

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

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

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

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

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

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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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

MSCI Campus Drive – Selection Details

External

gokul.gopal . gokul.gopal@stratadigm.biz via yahoo.com

Mon, Jul 15, 2024, 1:33 PM

to sudha_po@avinuty.ac.in, me

Dear Sir

We are pleased to share with you results of the campus drive for the role of Data Operator in MSCI, Coimbatore conducted in your college on 26th June. MSCI has shortlisted 3 candidates who were interviewed on that day. We request you to share these details with the candidates.

Thank you for your support in conducting this drive and we look forward to a long-term, mutually beneficial relationship with your college.

S.No	Candidate Name	College ID	College Name	Academic Qualification Specialization
1	Swetha Sri S	22PBM056	Avinashilingam University	MBA Finance & IT
2	Shubhashree Ponnusamy	21UCP061	Avinashilingam University	B.Com PA
3	Praveena Sivalingam	21UCP042	Avinashilingam University	B.Com Professional Accounting

Best regards
Gokul Gopal

Centre Head

Stratadigm Coimbatore
(TA partner of MSCI)

Ref. No.: HTPL/HR/OFR-001/08/2024 Aug 09, 2024

Ms. Oviya Gajendran

Chennai

Dear Oviya,

With reference to your application and subsequent discussions, we are pleased to offer you a position with us on the terms and conditions detailed in this letter. You will be designated as **Software Engineer.**

On joining, you will be called upon to sign an Appointment Letter specifying the terms and conditions of employment as applicable from time to time. The Appointment Letter will come into effect not later than **Aug 19, 2024.**

Your annual salary would be **Rs. 3,50,000 (Rupees Three Lakh Fifty Thousand only)** per year. The break up details are given in Annexure I

You will be on permanent roles with the company from the day of joining and for severance will be three months on either side or salary in lieu thereof. Salary for purpose of this clause means Basic Salary. However, the decision to release you earlier than three months would be solely at the discretion of the management

Please indicate your acceptance of this offer by **Aug 10, 2024.** This offer and your continuation in employment are subject to our receiving satisfactory report from the references given by you

As a token of your acceptance, that you have read and understood this Letter of Intent, please sign the duplicate copy of this letter and confirm the date on which you can begin your employment with us

Truly yours,

for **HiFour Technologies Pvt Ltd** **I accept the above offer of employment**



P. Thayumanavan
Director

Oviya Gajendran

HiFour Technologies Private Limited
S-03, 9th Floor, Olympia Platina, Plot No:33-B, South Phase,
Guindy Industrial Estate, Chennai, Tamil Nadu 600032
Phone: +91 81226 59666

Salary Breakup		
ANNEXURE-1		
SALARY BREAK UP		
Name: Oviya Gajendran	**Designation: Software Engineer**	
	Monthly	**Annual**
FIXED & Flexible COMPONENTS :	**Rs.**	**Rs.**
Basic	8,750.00	105,000.00
Flexible components	13,086.00	1,57,025.00
Fixed Special Allowance	5,860.00	70,325.00
Sub-Total (A)	**27,696.00**	**3,32,350.00**
RETIREMENT BENEFITS		
Gratuity premium contribution[1]		5,050.00
Provident Fund @12% of Basic	1,050.00	12,600.00
Sub-Total(B)	**1,050.00**	**17,650.00**
Total Cost To Company(A + B)	**28,746.00**	**3,50,000.00**

Notes:

1. YOU WILL BE ELIGIBLE FOR BENEFITS UNDER THE GRATUITY SCHEME, SUBJECT TO A MINIMUM OF 5 YEARS OF CONTINUOUS SERVICE WITH HIFOUR TECHNOLOGIES PVT LTD
2. INCOME TAX WILL BE DEDUCTED AS PER THE PROVISIONS OF INCOME TAX
3. PROFESSIONAL TAX WILL BE DEDUCTED AS PER LOCAL TAX LAWS
4. PF CONTRIBUTION @ 12% OF BASIC WILL BE DEDUCTED FROM SALARY AND DEPOSITED WITH THE PF DEPARTMENT
5. FLEXIBLE ALLOWANCE CAN BE SPLIT BY THE EMPLOYEE INTO DIFFERENT COMPONENTS

TRAVELLER'S TALES
Tours and Travel Company

1st Floor, 13, Diwan Bahadur Rd, above Bullet Miami, R.S. Puram, Coimbatore, Tamil Nadu 641002
+919629733318
travellerstales.cbe@gmail.com

18.09.2024

Dear Ms. Afrheedha,

We are pleased to offer you a position as a sales agent for our company Traveller's Tales.

The start date of your employment was on July 1st, 2024 and you will be paid a salary of Rs 17,500 on the 4th of every month.

We herein entrust you to showcase your skills so we can grow together as a team. Welcome aboard!

Kindly acknowledge this offer letter.

If you have any queries do contact us.

Thank you.

Mukul Kalyanasundram
Owner

ANNEXURE III - SALARY & ALLOWANCES				
Candidate Name:	Susmitha A			
Designation:	Executive			
Grade:	1B	Location:	Chennai	
Components:			**Monthly**	**Annual**
"A" FIXED				
Basic Pay			8,750	105,000
House Rent Allowance			4,375	52,500
Supplementary Allowance			8,821	105,849
Meal Allowance			2,200	26,400
Conveyance			1,600	19,200
"A" Sub-total - Fixed			**25,746**	**308,949**
"B" ALLOWANCES / REIMBURSEMENTS				
Child Education Allowance			200	2,400
Mobile / Telephone Allowance			1,000	12,000
"B" Sub-total - Allowances / Reimbursements			**1,200**	**14,400**
Total Salary Cost (A + B)			**26,946**	**323,349**
"C" RETIRALS BENEFITS				
PF Employer's Contribution			1,800	21,600
Gratuity			421	5,051
"C" Sub-total - Retiral Benefits			**2,221**	**26,651**
Total Non-Variable Cost To Company (A + B + C)			**29,167**	**350,000**
OTHER BENEFITS				
Insurance			**Sum Insured**	
Group Medical Insurance			INR 350000 /-	
Group Personal Accident			2 times of Annual CTC or INR 10 Lacs (Which ever is higher)	
Group Term Life Insurance				

e...Routes®
Excellence in Every Way...
TOURS & TRAVELS

IATA
14378685

Appointment Letter

Coimbatore,
29th May 2024.

To
Ms Buela Blessy.A
D/o Arul Sekar,
No 10 Raj Nagar -2,
Kavundampalayam,
Coimbatore - 641030

Re: Appointment as Front office Executive – Reg,

I am writing to confirm our offer of employment to you with e...Routes in the above position which, subject to your acceptance of this letter and its conditions, will operate commencing from 02.06.2024 in the said address No: 389 Bharathiyar road, New Siddhapudur, Coimbatore 641044.

On your first day, please report to Mr.Sreenithi (Director of the Concern)

1. Hours of work

- Normal hours of work will be from 09:30 hrs to 19:00 hrs from Monday to Saturday.
- Lunch break 13:00hrs to 13:45hrs.
- 2 Tea breaks of 10 minutes each.

2. Salary and Allowances

During your tenure period you entitled for your below mentioned salary.

Basic Pay Rs. 18,000

Other benefits & allowances as per company policy.

Nett monthly salary Rs 18,000

#389, Bharathiar Road, Near Women's Polytechnic, New Siddhapudur, Coimbatore - 641044, Tamil Nadu, INDIA
+91 422 2524252, 4210827 +91 98422 02827, 98943 99577 enquiry@eroutestravel.com www.eroutestravel.com

3. Probation Period

You will be appointed as an accountant without probation period since you were a part of our organisation already. In case if you wish to terminate the contract you have to give a 90 Days' notice or payment salary in lieu control. On Completion of your probation period you shall be deemed to have confirmation automatically unless you receive intimation from the company.

4. Increments

Your Increments and future prospects in the company shall be entirely depend upon your efficiency, hard work, regular attendance, Punctuality, Good conduct, Customer relationship Management and all other relevant factors of the management. Generally employee salary is revised as per management policy. An action arising all of this review is based on the sole discretion of the Management.

5. General Conditions

- You shall be entitled to prevail sick, casual leave and other leaves or Holidays under company Leave policy.
- Your Date of Birth Mentioned in the Matriculation Certificate shall be deemed to be the conclusive proof of date of birth.
- You shall intimate the management in case of any change in address with in a week's time from the same failing which any communication sent at your last record address.
- You shall be required to submit the following documents at the time of Joining

  (a) One recent Passport size Photograph.

  (b) Detailed Bio data with recent photo affixed.

  (c) Reliving order or Resignation letter from your last employer.

  (d) Your shall be required to submit your original certificates such as

  10^{th} and 12^{th} Mark Sheet, Degree, Consolidated and Provisional Certificates.

  (e) Photocopies of Ration card, voter id & License.

  (f) One post card size family photo.
- A formal Dress Code should be followed.

#389, Bharathiar Road, Near Women's Polytechnic, New Siddhapudur, Coimbatore - 641044, Tamil Nadu, INDIA
+91 422 2524252, 4210827 +91 98422 02827, 98943 99577 enquiry@eroutestravel.com www.eroutestravel.com

- Personal visitors and personal telephone calls should be avoided.
- You may quit at least three Months of notice to the Management and failing to that you are entitled to pay one Month full salary to the management.
- Do note that your salary and payments should be confidential.
- You are supposed to work on a minimum Period of one year from the date of issuance of appointment Order
- If the employee fails to work less than 30 days, the management has the right to cancel the salary of the employee.
- The company also reserves the right to terminate your services without any notice or salary thereof on the grounds of misconduct, (or) even in the case of reasonable suspicion of misconduct, disloyalty, (or) any act of indiscipline (or) inefficiency or for loss of confidence.
- You are required to maintain the highest order of discipline and secrecy as regards, the work of the company and its subsidiaries or associate companies. In case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.
- Your continuous absence of 3 days (or) more without any communication to the management by itself will be considered as voluntary abandonment of service and accordingly your name will be removed from the muster roll.
- You are not supposed to use your personal phones inside the office premises during your official working Hours.

6. Uniform

The Company will provide 3 sets of uniform along with Id Cards, Uniform and Mobile phones after your probation period. In Case of Resignation before the contracted period the uniform Allowances and all other benefits will be debited from the last salary.

7. Financial Reward

You are eligible for a Financial reward after completing 12 Months of your employment with the company.

#389, Bharathiar Road, Near Women's Polytechnic, New Siddhapudur, Coimbatore - 641044, Tamil Nadu, INDIA
+91 422 2524252, 4210827 +91 98422 02827, 98943 99577 enquiry@eroutestravel.com www.eroutestravel.com

8. General

Our goal of providing high quality, cost effective service to our (members/clients/patients) and functioning as a centre of excellence can be maintained and enhanced only with your assistance.

In joining our team, you share our commitment to providing the best service to our members/clients/patients. For this to be achieved, your ideas, suggestions and initiative are encouraged as we strive to improve the way we work and how we present ourselves to the community at large.

Our working ethics revolve around taking responsibility for decisions, pride in our work, sharing our knowledge and expertise with others, and a willingness to contribute to the resolution of issues collaboratively.

Should you have any queries about this letter or any of its terms please address them to Mrs. D.Jenifer

If you are happy with the terms of this letter, please confirm your formal acceptance of appointment by signing and returning the attached copy to me prior to your commencement. Please retain the original for your records.

Yours sincerely,

S.Sreenithi
Director

Acceptance by Employee

I accept this offer of employment on the Terms and Conditions set out above and in accordance with the attached Position Description.

Signature: _____ **Date:** 29th May 2024

Ms. Buela Blessy.A

e...Routes®
Excellence in Every Way...
TOURS & TRAVELS

IATA
14378685

Appointment Letter

Coimbatore,
29th May 2024.

To
Mrs. Janani.N,
W/o Sathish Kumar,
No 29 A1 Siruvani Main Road,
Perur
Coimbatore - 641010

Re: Appointment as Front office Executive – Reg,

I am writing to confirm our offer of employment to you with e...Routes in the above position which, subject to your acceptance of this letter and its conditions, will operate commencing from 02.06.2024 in the said address No: 389 Bharathiyar road, New Siddhapudur, Coimbatore 641044.

On your first day, please report to Mr.Sreenithi (Director of the Concern)

1. Hours of work

- Normal hours of work will be from 09:30 hrs to 19:00 hrs from Monday to Saturday.
- Lunch break 13:00hrs to 13:45hrs.
- 2 Tea breaks of 10 minutes each.

2. Salary and Allowances

During your tenure period you entitled for your below mentioned salary.

Basic Pay Rs. 18,000

Other benefits & allowances as per company policy.

Nett monthly salary Rs 18,000

#389, Bharathiar Road, Near Women's Polytechnic, New Siddhapudur, Coimbatore - 641044, Tamil Nadu, INDIA
+91 422 2524252, 4210827 +91 98422 02827, 98943 99577 enquiry@eroutestravel.com www.eroutestravel.com

3. Probation Period

You will be appointed as an accountant without probation period since you were a part of our organisation already. In case if you wish to terminate the contract you have to give a 90 Days' notice or payment salary in lieu control. On Completion of your probation period you shall be deemed to have confirmation automatically unless you receive intimation from the company.

4. Increments

Your Increments and future prospects in the company shall be entirely depend upon your efficiency, hard work, regular attendance, Punctuality, Good conduct, Customer relationship Management and all other relevant factors of the management. Generally employee salary is revised as per management policy. An action arising all of this review is based on the sole discretion of the Management.

5. General Conditions

- You shall be entitled to prevail sick, casual leave and other leaves or Holidays under company Leave policy.
- Your Date of Birth Mentioned in the Matriculation Certificate shall be deemed to be the conclusive proof of date of birth.
- You shall intimate the management in case of any change in address with in a week's time from the same failing which any communication sent at your last record address.
- You shall be required to submit the following documents at the time of Joining

  (a) One recent Passport size Photograph.

  (b) Detailed Bio data with recent photo affixed.

  (c) Reliving order or Resignation letter from your last employer.

  (d) Your shall be required to submit your original certificates such as

  10^{th} and 12^{th} Mark Sheet, Degree, Consolidated and Provisional Certificates.

  (e) Photocopies of Ration card, voter id & License.

  (f) One post card size family photo.
- A formal Dress Code should be followed.

#389, Bharathiar Road, Near Women's Polytechnic, New Siddhapudur, Coimbatore - 641044, Tamil Nadu, INDIA
+91 422 2524252, 4210827 +91 98422 02827, 98943 99577 enquiry@eroutestravel.com www.eroutestravel.com

- Personal visitors and personal telephone calls should be avoided.
- You may quit at least three Months of notice to the Management and failing to that you are entitled to pay one Month full salary to the management.
- Do note that your salary and payments should be confidential.
- You are supposed to work on a minimum Period of one year from the date of issuance of appointment Order
- If the employee fails to work less than 30 days, the management has the right to cancel the salary of the employee.
- The company also reserves the right to terminate your services without any notice or salary thereof on the grounds of misconduct, (or) even in the case of reasonable suspicion of misconduct, disloyalty, (or) any act of indiscipline (or) inefficiency or for loss of confidence.
- You are required to maintain the highest order of discipline and secrecy as regards, the work of the company and its subsidiaries or associate companies. In case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.
- Your continuous absence of 3 days (or) more without any communication to the management by itself will be considered as voluntary abandonment of service and accordingly your name will be removed from the muster roll.
- You are not supposed to use your personal phones inside the office premises during your official working Hours.

6. Uniform

The Company will provide 3 sets of uniform along with Id Cards, Uniform and Mobile phones after your probation period. In Case of Resignation before the contracted period the uniform Allowances and all other benefits will be debited from the last salary.

7. Financial Reward

You are eligible for a Financial reward after completing 12 Months of your employment with the company.

#389, Bharathiar Road, Near Women's Polytechnic, New Siddhapudur, Coimbatore - 641044, Tamil Nadu, INDIA
+91 422 2524252, 4210827 +91 98422 02827, 98943 99577 enquiry@eroutestravel.com www.eroutestravel.com

8. General

Our goal of providing high quality, cost effective service to our (members/clients/patients) and functioning as a centre of excellence can be maintained and enhanced only with your assistance.

In joining our team, you share our commitment to providing the best service to our members/clients/patients. For this to be achieved, your ideas, suggestions and initiative are encouraged as we strive to improve the way we work and how we present ourselves to the community at large.

Our working ethics revolve around taking responsibility for decisions, pride in our work, sharing our knowledge and expertise with others, and a willingness to contribute to the resolution of issues collaboratively.

Should you have any queries about this letter or any of its terms please address them to Mrs. D.Jenifer

If you are happy with the terms of this letter, please confirm your formal acceptance of appointment by signing and returning the attached copy to me prior to your commencement. Please retain the original for your records.

Yours sincerely,

S.Sreenithi
Director

Acceptance by Employee

I accept this offer of employment on the Terms and Conditions set out above and in accordance with the attached Position Description.

Signature: _____ **Date:** 29th May 2024

Mrs. Janani.N

#389, Bharathiar Road, Near Women's Polytechnic, New Siddhapudur, Coimbatore - 641044, Tamil Nadu, INDIA
+91 422 2524252, 4210827 +91 98422 02827, 98943 99577 enquiry@eroutestravel.com www.eroutestravel.com

Dear Mansura Begam,

We are pleased to offer you the position of **Ticketing Executive** at Western Tour and Travel, starting on July 01, 2024. Your role will be based at our location at No. 45-A, 1st Floor, Sungam Bypass Rd, Ramanathapuram, Tamil Nadu 641045.

Position: Ticketing Executive

Start Date: July 01, 2024

Location: No. 45-A, 1st Floor, Sungam Bypass Rd, Ramanathapuram, Tamil Nadu 641045

Work Timing: 09:30 AM - 05:30 PM, Monday to Saturday

Salary: ₹14,000 per month

Please confirm your acceptance of this offer by replying to this email by June 30, 2024.

We look forward to welcoming you to our team.

Sincerely,

Pooja

Western Tour and Travel

27/05/2024

Offer Letter issued by GT Holidays Private Limited

Dear **Ms. Janani (Mobile: +91 6382413441)**

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with GT Holidays Private Limited. It is my pleasure to extend the following offer of employment to you on behalf of GT Holidays Private Limited. If you accept this offer you will be designated as **Senior Travel Consultant** and you will join us at our **Chennai Branch.**

This offer will be subject to the Standard Terms and Conditions of Employment by GT Holidays Private Limited and also will be governed by the policies, rules and guidelines of the Company (See Appendix for details). You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non- solicitation and Non-competition Agreement when you join the employment of the Company.

The overall take home salary offered to you will be **Rs. 10000 per month + 05% incentive of monthly gross profits of your closings + slab incentives + 3 Lakhs Mediclaim for you and your entire family (Spouse and Kids) after completion of 12 months with GT.**

This offer of employment with GT Holidays Private Limited is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company
3. GT Holidays Private Limited is not liable for any past dues owed by you as part of termination of any previous employments.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.
5. You will be terminating the current offer only with a notice period of 3 months.

This offer will be valid for 5 days from the date of this letter. If this offer of employment is acceptable to you, please let us know your acceptance of employment by confirming via email or telephone within 1 week of receiving this letter and providing a signed copy of this document by post. If we do not hear
back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

If you accept this offer you are required to join on 03.06.2024. If you are unable to report for joining on the said date you are requested to inform the company in writing. The following documents are required to be produced at the time of joining. Please provide originals and self-attested Photostat copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers.
2. Salary slip or salary certificate from most recent employer
3. Experience Certificate from all previous employers
4. Proof of Academic Qualification (Class 10th Equivalent and above):
    - 10th & 12th mark lists
    - Under graduate / degree mark list and degree certificates
    - Post graduation mark list and degree certificates (if any)
    - Other qualifications - mark lists and certificates (if any)
5. Proof of identity i.e. PAN card, driving license, Electoral card
6. Photographs (3 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the GT family.

Best Regards



Karthik M Manikandan
Managing Director

APPENDIX A

Employment Terms and Conditions

Profile Verification

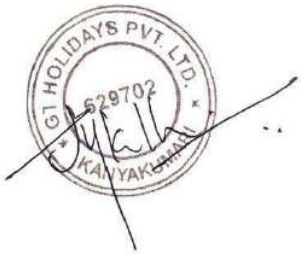
This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands canceled with immediate effect.

Employee Duties and Responsibilities

You will be starting at the Company at the designated position as per the Offer Letter. How ever you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to shown this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time employee you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability f or delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.



Performance Bonus

The company at its discretion will be providing performance bonuses to employees based on the individual performance of the employee and also on the performance of the company.

Increments and Promotions

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters

You will be required to learn the processes being followed at GT Holidays Private Limited from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement

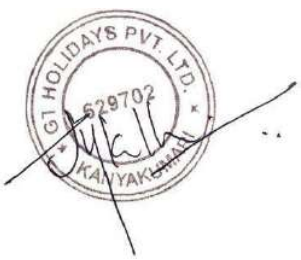
You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Posting / Transfer

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company

Medical

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.



Working Hours, Holidays and Leave

Normal working hours of the company are 9:30AM to 7.00 PM Monday to Saturday. Sunday will be a holiday. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month. The company also provides 12 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non Solicitation

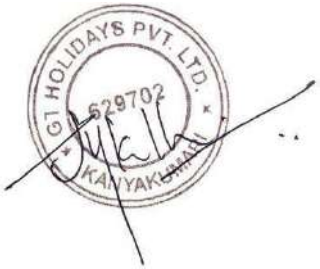
During your employment with GT Holidays Private Limited and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to GT Holidays Private Limited. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers
or potential customers away from the company.

NonDisclosure

You agree to sign and be bound by the terms of the Non-Disclosure, Non-Solicitation and Non- Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain
confidential and not divulge or communicate in any manner, any information regarding your remuneration
/ terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment

Training

The company may select and offer training for employees at the company location or outside at its own discretion. You will be required to attend these trainings and assignments



Personal Information

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally you will also be required to update the company of changes in your civil or marital status

Termination

On termination of your employment with the company irrespective of the circumstances, you are bound to returnto the company:

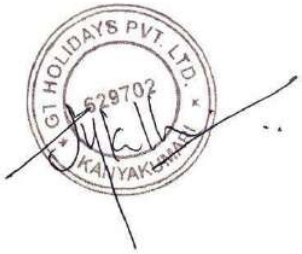
1. any material items belonging to the Company per inventory, and all non material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information)..
2. any physical company documents that you may have in your possession
3. any other company assets within your control like apartments, leases etc

You are also bound to repay any and all outstanding debts or loans due to the company and the company is here byauthorized to deduct from any payments due to the employee the amount due to the company.

You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contract

Breaches and violations

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend
terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.



Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period

A notice of 2 months is required during your employment with the company by either party to terminate this contract. Notice period is considered to start from the point the termination letter is received by the manager. However when situations warrant, as in the case of breach of policies, the company may decided to terminate the contract with immediate effect.

Warranty

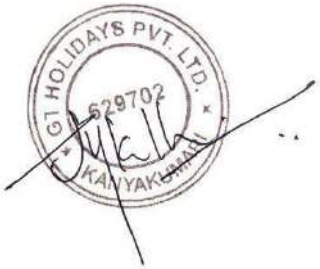
You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and acceptance of the same by you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which you are a party (including, without limitation, any other employment agreements).

Jurisdiction

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Tamilnadu state shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channel.



27/05/2024

Offer Letter issued by GT Holidays Private Limited

Dear **Ms. Suba Ragavi (Mobile: +91 6382413441)**

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with GT Holidays Private Limited. It is my pleasure to extend the following offer of employment to you on behalf of GT Holidays Private Limited. If you accept this offer you will be designated as **Senior Travel Consultant** and you will join us at our **Chennai Branch.**

This offer will be subject to the Standard Terms and Conditions of Employment by GT Holidays Private Limited and also will be governed by the policies, rules and guidelines of the Company (See Appendix for details). You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non- solicitation and Non-competition Agreement when you join the employment of the Company.

The overall take home salary offered to you will be **Rs. 10000 per month + 05% incentive of monthly gross profits of your closings + slab incentives + 3 Lakhs Mediclaim for you and your entire family (Spouse and Kids) after completion of 12 months with GT.**

This offer of employment with GT Holidays Private Limited is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company
3. GT Holidays Private Limited is not liable for any past dues owed by you as part of termination of any previous employments.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.
5. You will be terminating the current offer only with a notice period of 3 months.

This offer will be valid for 5 days from the date of this letter. If this offer of employment is acceptable to you, please let us know your acceptance of employment by confirming via email or telephone within 1 week of receiving this letter and providing a signed copy of this document by post. If we do not hear
back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

If you accept this offer you are required to join on 03.06.2024. If you are unable to report for joining on the said date you are requested to inform the company in writing. The following documents are required to be produced at the time of joining. Please provide originals and self-attested Photostat copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers.
2. Salary slip or salary certificate from most recent employer
3. Experience Certificate from all previous employers
4. Proof of Academic Qualification (Class 10th Equivalent and above):
    - 10th & 12th mark lists
    - Under graduate / degree mark list and degree certificates
    - Post graduation mark list and degree certificates (if any)
    - Other qualifications - mark lists and certificates (if any)
5. Proof of identity i.e. PAN card, driving license, Electoral card
6. Photographs (3 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the GT family.

Best Regards



Karthik M Manikandan
Managing Director

APPENDIX A

Employment Terms and Conditions

Profile Verification

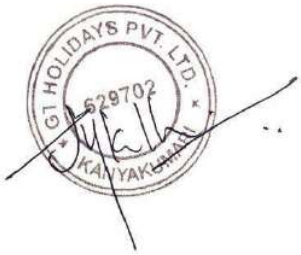
This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands canceled with immediate effect.

Employee Duties and Responsibilities

You will be starting at the Company at the designated position as per the Offer Letter. How ever you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to shown this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time employee you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability f or delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.



Performance Bonus

The company at its discretion will be providing performance bonuses to employees based on the individual performance of the employee and also on the performance of the company.

Increments and Promotions

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters

You will be required to learn the processes being followed at GT Holidays Private Limited from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement

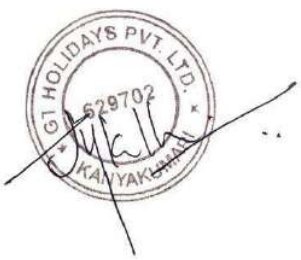
You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Posting / Transfer

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company

Medical

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.



Working Hours, Holidays and Leave

Normal working hours of the company are 9:30AM to 7.00 PM Monday to Saturday. Sunday will be a holiday. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month. The company also provides 12 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non Solicitation

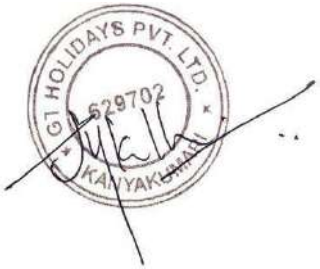
During your employment with GT Holidays Private Limited and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to GT Holidays Private Limited. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers
or potential customers away from the company.

NonDisclosure

You agree to sign and be bound by the terms of the Non-Disclosure, Non-Solicitation and Non- Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain
confidential and not divulge or communicate in any manner, any information regarding your remuneration
/ terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment

Training

The company may select and offer training for employees at the company location or outside at its own discretion. You will be required to attend these trainings and assignments



Personal Information

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally you will also be required to update the company of changes in your civil or marital status

Termination

On termination of your employment with the company irrespective of the circumstances, you are bound to returnto the company:

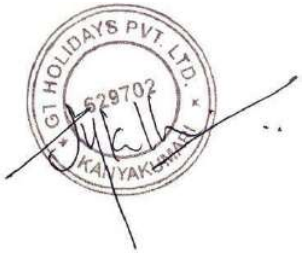
1. any material items belonging to the Company per inventory, and all non material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information)..
2. any physical company documents that you may have in your possession
3. any other company assets within your control like apartments, leases etc

You are also bound to repay any and all outstanding debts or loans due to the company and the company is here byauthorized to deduct from any payments due to the employee the amount due to the company.

You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contract

Breaches and violations

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend
terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.



Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period

A notice of 2 months is required during your employment with the company by either party to terminate this contract. Notice period is considered to start from the point the termination letter is received by the manager. However when situations warrant, as in the case of breach of policies, the company may decided to terminate the contract with immediate effect.

Warranty

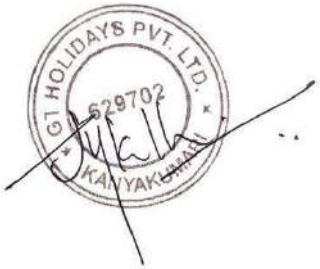
You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and acceptance of the same by you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which you are a party (including, without limitation, any other employment agreements).

Jurisdiction

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Tamilnadu state shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channel.



27/05/2024

Offer Letter issued by GT Holidays Private Limited

Dear **Ms. Mubeena.S (Mobile: +91 9361382416)**

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with GT Holidays Private Limited. It is my pleasure to extend the following offer of employment to you on behalf of GT Holidays Private Limited. If you accept this offer you will be designated as **Senior Travel Consultant** and you will join us at our **Coimbatore Branch.**

This offer will be subject to the Standard Terms and Conditions of Employment by GT Holidays Private Limited and also will be governed by the policies, rules and guidelines of the Company (See Appendix for details). You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non- solicitation and Non-competition Agreement when you join the employment of the Company.

The overall take home salary offered to you will be **Rs. 10000 per month + 05% incentive of monthly gross profits of your closings + slab incentives + 3 Lakhs Mediclaim for you and your entire family (Spouse and Kids) after completion of 12 months with GT.**

This offer of employment with GT Holidays Private Limited is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company
3. GT Holidays Private Limited is not liable for any past dues owed by you as part of termination of any previous employments.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.
5. You will be terminating the current offer only with a notice period of 3 months.

This offer will be valid for 5 days from the date of this letter. If this offer of employment is acceptable to you, please let us know your acceptance of employment by confirming via email or telephone within 1 week of receiving this letter and providing a signed copy of this document by post. If we do not hear back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

If you accept this offer you are required to join on 03.06.2024. If you are unable to report for joining on the said date you are requested to inform the company in writing. The following documents are required to be produced at the time of joining. Please provide originals and self-attested Photostat copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers.
2. Salary slip or salary certificate from most recent employer
3. Experience Certificate from all previous employers
4. Proof of Academic Qualification (Class 10th Equivalent and above):
    - 10th & 12th mark lists
    - Under graduate / degree mark list and degree certificates
    - Post graduation mark list and degree certificates (if any)
    - Other qualifications - mark lists and certificates (if any)
5. Proof of identity i.e. PAN card, driving license, Electoral card
6. Photographs (3 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the GT family.

Best Regards



Karthik M Manikandan
Managing Director

APPENDIX A

Employment Terms and Conditions

Profile Verification

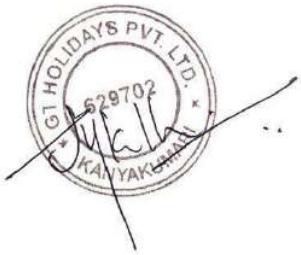
This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands canceled with immediate effect.

Employee Duties and Responsibilities

You will be starting at the Company at the designated position as per the Offer Letter. How ever you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to shown this level of commitment for tasks that are part of your job profile and also any other task that youwould be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time employee you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability f or delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.



Performance Bonus

The company at its discretion will be providing performance bonuses to employees based on the individual performance of the employee and also on the performance of the company.

Increments and Promotions

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters

You will be required to learn the processes being followed at GT Holidays Private Limited from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement

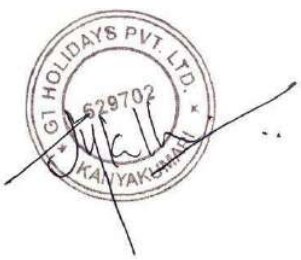
You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Posting / Transfer

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company

Medical

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.



Working Hours, Holidays and Leave

Normal working hours of the company are 9:30AM to 7.00 PM Monday to Saturday. Sunday will be a holiday. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month. The company also provides 12 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non Solicitation

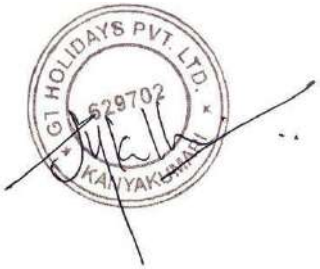
During your employment with GT Holidays Private Limited and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to GT Holidays Private Limited. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers
or potential customers away from the company.

Non Disclosure

You agree to sign and be bound by the terms of the Non-Disclosure, Non-Solicitation and Non- Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain
confidential and not divulge or communicate in any manner, any information regarding your remuneration
/ terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment

Training

The company may select and offer training for employees at the company location or outside at its own discretion. You will be required to attend these trainings and assignments



Personal Information

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally you will also be required to update the company of changes in your civil or marital status

Termination

On termination of your employment with the company irrespective of the circumstances, you are bound to returnto thecompany:

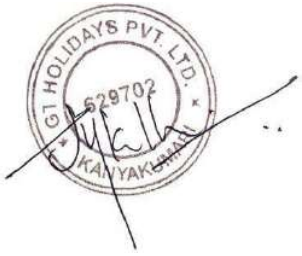
1. any material items belonging to the Company per inventory, and all non material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information)..
2. any physical company documents that you may have in your possession
3. any other company assets within your control like apartments, leases etc

You are also bound to repay any and all outstanding debts or loans due to the company and the company is here byauthorized to deduct from any payments due to the employee the amount due to the company.

You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contract

Breaches and violations

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The companyreservestheright to modify/amend
terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.



Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period

A notice of 2 months is required during your employment with the company by either party to terminate this contract. Notice period is considered to start from the point the termination letter is received by the manager. However when situations warrant, as in the case of breach of policies, the company may decided to terminate the contract with immediate effect.

Warranty

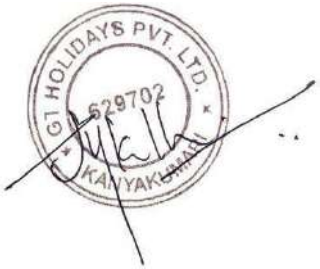
You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and acceptance of the same by you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which you are a party (including, without limitation, any other employment agreements).

Jurisdiction

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Tamilnadu state shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channel.



pickyourtrail
Hassle-free Holidays

Priya darshini G
Chennai

Dear **Priya,**

Congratulations! We are happy to offer you the position of **Management Trainee - Sales** in our company, PickYourTrail. PickYourTrail is a travel technology company, which aims to change the way people experience vacations. We hope that your contribution will enable us to cross many frontiers together.

This Letter of Invitation includes Details of Compensation and Annexure as listed below:
Annexure 1: Terms and Conditions
Annexure 2: Compensation Details

To accept this offer, please sign and return one copy of this offer letter and annexure and retain the other copy for your records. We request you to keep this offer letter confidential. In case you do not return the accepted and signed copy of this offer letter within 7 working days, the offer may stand withdrawn. The Company reserves the right to withdraw the offer made to you, before your acceptance, without providing any reasons to you.

The proposed start date of your employment at PickYourTrail will be **July 1st 2024 with 4 months probation. Please confirm the date of joining along with your acceptance.**

Welcome to the PickYourTrail Family! We wish you a long and fruitful career ahead.

Yours Sincerely,



Hari Ganapathy & Srinath Shankar
Founder(s) – PickYourTrail

Acceptance Name

pickyourtrail
Hassle-free Holidays

ANNEXURE 1: Terms and Conditions

1. Posting: Your current posting will be in Chennai, India. You will be required to attend office normal business hours for 6 working days from 10:00 AM to 7:00 PM.
2. Leave: Until your probation, you will be eligible for 1 leave per month and after probation, you will have the following leaves. After probation you will be entitled to 24 days of leave in one calendar year, segregated into 12 days of Earned leaves, 6 days of casual leave and 6 days of sick leave. The leaves will be governed by the Leave Policy of the Company. You are also not eligible for long holidays until your 1 year with the company unless it's an emergency/unavoidable circumstance.
3. Rules: You will be required to abide by the rules and regulations of the office and are required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.
4. Efficiency: During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interest of the company and generally carry out duties and work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the Management. You shall honestly, diligently, faithfully and obediently serve the organization and use your utmost endeavor to promote the interest of the company.
5. Probation: You will be on a probation period of 4 months from the date of your joining, which may be extended at the discretion of the Management. Your services will be confirmed in writing on successful completion of the probation period. Until your probation period, you will be eligible for only one day of leave in a month.**Your CTC will move to 5 LPA after successful completion of probation.**

6. Termination: Your employment is subject to termination by the Company giving thirty (30) days' notice. The company is not bound to give any reason. The Company reserves the right to pay salary in lieu of the notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period with or without compensating for the unexpired period and is not bound to give any reason thereof. On acceptance of the separation notice, before you are relieved, you will hand over to the Company all the information and data of the Company including, but not limited to, correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings and you shall not use, reproduce or retain any copies of these items. In case of any cultural issues/unethical behaviour, the company can terminate you from the organization without any notice. You may also terminate your employment with the Company by giving upto thirty (30) days prior written notice to the Company or buying out your notice period from your 1st month with the Company. If you are resigning from the company anytime after joining till your 15th month with the company, you will not be entitled to get the experience letter or relieving letter

from the company. Without prejudice to the above, your employment will be terminated by the Company in the event you don't achieve a minimum score of 75% on the Floor Eligibility Program.

7. Indemnification:

   You shall jointly and severally indemnify, and hold the Company and its affiliates and successors, officers, directors, employees, customers at all times harmless from and against losses, claims, damages, costs, or other expenses (including reasonable attorney's fees) costs, claims, suits, actions, proceedings, judgments resulting from claims occasioned by, arising out of or resulting from:
   (i) your negligence or wrongful acts while performing the Services hereunder;
   (ii) breach of contractual obligations or infringement of intellectual property rights;
   (iii) any injury to person or property or resources of the Company or any of its agents, clients, subcontractors and/or employees caused by you;
   (iv) misrepresentation, if any; or
   (v) breach of statutory obligations/compliances.

8. Confidentiality:

   a. You shall not disclose to any unauthorized person, either during or after your employment with the Company, any information about the interest or business of the Company or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information, data or documents, official or otherwise, relating to the Company except with prior written consent of an authorized officer of the Company. Any invention, development, process, adaptation or improvement in procedure or other matters or work including any artistic, literary or other work which can be the subject matter of copyright rights whatsoever, made, developed or discovered by you either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way affecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company.

   b. You will not during your employment with the Company or at any time after that, divulge or make known any information in any way whatsoever relating to the Company or its business or of its customer and/or any other information, secret processes of data and material, which may come to your knowledge during the course of your employment. You will always maintain strict secrecy regarding any technical employment. You will not divulge any information regarding intellectual Property, software process, technical know-how, security arrangements, administrative accounts, marketing areas, organization matters pertaining to the company whether confidential or otherwise, patented or non-patented, operational, technical or financial either pertaining to the company, or its customers, vendors, or internal processes, orally, inscribed, recorded, written electronically processed either tapes, disks, chips, floppies or any other form of communication like films, microfilms, drawings etc to anyone else, without the prior approval of the company. It is absolutely at the discretion of the company to decide whether any information is divulged under the normal course of business and the employee in any manner cannot challenge the same.

c. You hereby confirm that you have disclosed, fully to the Company, all of your business, interests whether or not they are similar to or in conflict with the businesses or activities of the Company and all circumstances in respect of which there is or there might be, a conflict of interest between the Company and you or any immediate relative or associate. You agree to disclose, fully to the Company, any such interest or circumstances that may arise during your employment immediately upon such interest or circumstances arriving. Upon separating your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control.

9. Dispute Resolution: This Offer Letter shall be subject to the laws of India. Any disputes, differences or claims under or in relation to this Offer Letter and any consequent matters shall be referred to arbitration. Arbitration proceedings shall be held in Chennai, India, conducted by a Sole Arbitrator to be nominated by the Company. The arbitration shall be conducted in accordance with the Arbitration and Conciliation Act, 1996 or any subsequent enactment thereof. Subject to the above, only the courts in Chennai, India, shall have exclusive jurisdiction to try any disputes in relation to this Offer Letter and any consequent matters.

pickyourtrail
Hassle-free Holidays

ANNEXURE 2: Compensation Details

Salary Head		
Particulars	**Annual Compensation**	**Monthly Compensation**
Fixed Component		
Basic	98000	8167
HRA	49000	4083
Conveyance Allowance	20000	1667
Medical Allowance	15000	1250
Mobile Reimbursement	12000	1000
Special Allowance	138500	11542
Fixed Component Total (A)	**332500**	**27708**
Variable Component (Per Month)		
Variable pay	142500	11875
Variable Component Total (B)	142500	11875
Gross Component (A+B)= (C)	**475000**	**39583**
Deductions		
Professional Tax	2500	208
Total Deductions (D)	**2500**	**208**
Net Salary with Variable	**472500**	**39375**
Net Salary with W/O Variable	**330000**	**27500**

pickyourtrail
Hassle-free Holidays

Basic: This is a fixed monthly component of your salary and is taxable. It will not vary every month and is fixed for a particular period.

HRA: HRA exemption is applicable as per IT rules on submission of rent receipts.

Medical Reimbursement: Medical reimbursement is paid whenever bills are submitted. Coverage is dependents -parents, spouse and children (up to the age of 25 yrs)

Special Allowance: This is the remaining component of your salary not falling under any special heads.

Variable Pay: You will be entitled to variable pay based on your performance. It is important to note that there are no restrictions on incentives at Pickyourtrail, providing employees with the opportunity to earn unlimited incentives.

PF : PF is not added as par of your CTC as we dont add it for people who are joining the organization without any experience, If you need PF as part of your CTC, we will add the same from the HR side and inform you.

Additional benefits: On top of the salary, you will also be eligible for Group Medical Insurance of 3L that covers you and your immediate dependents

All the compensation stated hereunder, shall be payable subject to the applicable tax laws.

Signature: _____ Date:_____

Name: _____

22/04/2024

Offer Letter issued by GT Holidays Private Limited

Dear **AG PRIYAVARSHINI,**

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with GT Holidays Private Limited. It is my pleasure to extend the following offer of employment to you on behalf of GT Holidays Private Limited. If you accept this offer you will be designated as **Senior Travel Consultant** and you will join us at our **Coimbatore Branch.**

This offer will be subject to the Standard Terms and Conditions of Employment by GT Holidays Private Limited and also will be governed by the policies, rules and guidelines of the Company (See Appendix for details). You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

The overall take home salary offered to you will be **Rs. 12500 per month + 05% incentive of monthly gross profits of your closings + slab incentives + 3 Lakhs Mediclaim for you and your entire family(Spouse and Kids) after completion of 12 months with GT.**

This offer of employment with GT Holidays Private Limited is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company
3. GT Holidays Private Limited is not liable for any past dues owed by you as part of termination of any previous employments.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.
5. You will be terminating the current offer only with a notice period of 3 months.

This offer will be valid for 5 days from the date of this letter. If this offer of employment is acceptable to you, please let us know your acceptance of employment by confirming via email or telephone within 1 week of receiving this letter and providing a signed copy of this document by post. If we do not hear back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

If you accept this offer you are required to join on 15.05.2024. If you are unable to report for joining on the said date you are requested to inform the company in writing. The following documents are required to be produced at the time of joining. Please provide originals and self-attested Photostat copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers.
2. Salary slip or salary certificate from most recent employer
3. Experience Certificate from all previous employers
4. Proof of Academic Qualification (Class 10th Equivalent and above):
    - 10th & 12th mark lists
    - Under graduate / degree mark list and degree certificates
    - Post graduation mark list and degree certificates (if any)
    - Other qualifications - mark lists and certificates (if any)
5. Proof of identity i.e. PAN card, driving license, Electoral card
6. Photographs (3 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the GT family.

Best Regards

Karthik M Manikandan
Managing Director

APPENDIX A

Employment Terms and Conditions

Profile Verification

This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands canceled with immediate effect.

Employee Duties and Responsibilities

You will be starting at the Company at the designated position as per the Offer Letter. However you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to shown this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time employee you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability for delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.

Performance Bonus

The company at its discretion will be providing performance bonuses to employees based on the individual performance of the employee and also on the performance of the company.

Increments and Promotions

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters

You will be required to learn the processes being followed at GT Holidays Private Limited from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement

You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Travel

You may also be required to travel as part of your employment. You will be intimated ahead of time to give you sufficient time to prepare for this.

Posting / Transfer

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company

Medical

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.

Working Hours, Holidays and Leave

Normal working hours of the company are 9:30AM to 7.00 PM Monday to Saturday. Sunday will be a holiday. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month. The company also provides 12 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non Solicitation

During your employment with GT Holidays Private Limited and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to GT Holidays Private Limited. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Non Disclosure

You agree to sign and be bound by the terms of the Non-Disclosure, Non-Solicitation and Non- Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as

confidential and not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment

Training

The company may select and offer training for employees at the company location or outside at its own discretion. You will be required to attend these trainings and assignments

Personal Information

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally you will also be required to update the company of changes in your civil or marital status

Termination

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company:

1. any material items belonging to the Company per inventory, and all non material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information)..
2. any physical company documents that you may have in your possession
3. any other company assets within your control like apartments, leases etc

You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company.

You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contrac

Breaches and violations

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period

A notice of 2 months is required during your employment with the company by either party to terminate this contract. Notice period is considered to start from the point the termination letter is received by the manager. However when situations warrant, as in the case of breach of policies, the company may decided to terminate the contract with immediate effect.

Warranty

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and acceptance of the same by you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which you are a party (including, without limitation, any other employment agreements).

Jurisdiction

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Tamilnadu state shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channel.

27/05/2024

Offer Letter issued by GT Holidays Private Limited

Dear **Ms. Shilpha.S, (Mobile: +91 9789685729)**

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with GT Holidays Private Limited. It is my pleasure to extend the following offer of employment to you on behalf of GT Holidays Private Limited. If you accept this offer you will be designated as **Senior Travel Consultant** and you will join us at our **Coimbatore Branch.**

This offer will be subject to the Standard Terms and Conditions of Employment by GT Holidays Private Limited and also will be governed by the policies, rules and guidelines of the Company (See Appendix for details). You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non- solicitation and Non-competition Agreement when you join the employment of the Company.

The overall take home salary offered to you will be **Rs. 10000 per month + 05% incentive of monthly gross profits of your closings + slab incentives + 3 Lakhs Mediclaim for you and your entire family (Spouse and Kids) after completion of 12 months with GT.**

This offer of employment with GT Holidays Private Limited is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company
3. GT Holidays Private Limited is not liable for any past dues owed by you as part of termination of any previous employments.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.
5. You will be terminating the current offer only with a notice period of 3 months.

This offer will be valid for 5 days from the date of this letter. If this offer of employment is acceptable to you, please let us know your acceptance of employment by confirming via email or telephone within 1 week of receiving this letter and providing a signed copy of this document by post. If we do not hear
back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

If you accept this offer you are required to join on 03.06.2024. If you are unable to report for joining on the said date you are requested to inform the company in writing. The following documents are required to be produced at the time of joining. Please provide originals and self-attested Photostat copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers.
2. Salary slip or salary certificate from most recent employer
3. Experience Certificate from all previous employers
4. Proof of Academic Qualification (Class 10th Equivalent and above):
    - 10th & 12th mark lists
    - Under graduate / degree mark list and degree certificates
    - Post graduation mark list and degree certificates (if any)
    - Other qualifications - mark lists and certificates (if any)
5. Proof of identity i.e. PAN card, driving license, Electoral card
6. Photographs (3 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the GT family.

Best Regards



Karthik M Manikandan
Managing Director

APPENDIX A

Employment Terms and Conditions

Profile Verification

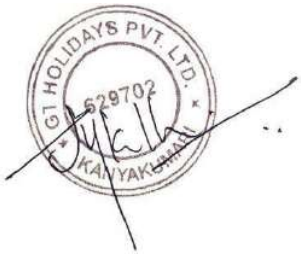
This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands canceled with immediate effect.

Employee Duties and Responsibilities

You will be starting at the Company at the designated position as per the Offer Letter. How ever you will be expected to perform the duties and responsibilities of the roles that will be assigned to you time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to shown this level of commitment for tasks that are part of your job profile and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time employee you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could conflict with your time and availability f or delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for-profit activities while you are not under official duty and outside of your office hours.



Performance Bonus

The company at its discretion will be providing performance bonuses to employees based on the individual performance of the employee and also on the performance of the company.

Increments and Promotions

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters

You will be required to learn the processes being followed at GT Holidays Private Limited from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement

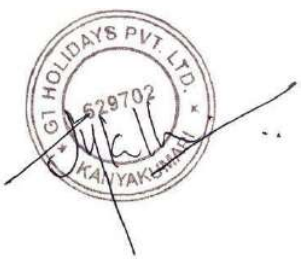
You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Posting / Transfer

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job profile and needs of the business at the discretion of the company

Medical

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.



Working Hours, Holidays and Leave

Normal working hours of the company are 9:30AM to 7.00 PM Monday to Saturday. Sunday will be a holiday. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month. The company also provides 12 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non Solicitation

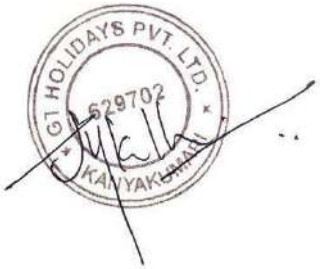
During your employment with GT Holidays Private Limited and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to GT Holidays Private Limited. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers
or potential customers away from the company.

NonDisclosure

You agree to sign and be bound by the terms of the Non-Disclosure, Non-Solicitation and Non- Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain
confidential and not divulge or communicate in any manner, any information regarding your remuneration
/ terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment

Training

The company may select and offer training for employees at the company location or outside at its own discretion. You will be required to attend these trainings and assignments



Personal Information

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally you will also be required to update the company of changes in your civil or marital status

Termination

On termination of your employment with the company irrespective of the circumstances, you are bound to returnto the company:

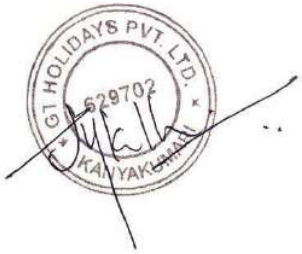
1. any material items belonging to the Company per inventory, and all non material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information)..
2. any physical company documents that you may have in your possession
3. any other company assets within your control like apartments, leases etc

You are also bound to repay any and all outstanding debts or loans due to the company and the company is here byauthorized to deduct from any payments due to the employee the amount due to the company.

You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contract

Breaches and violations

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend
terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.



Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period

A notice of 2 months is required during your employment with the company by either party to terminate this contract. Notice period is considered to start from the point the termination letter is received by the manager. However when situations warrant, as in the case of breach of policies, the company may decided to terminate the contract with immediate effect.

Warranty

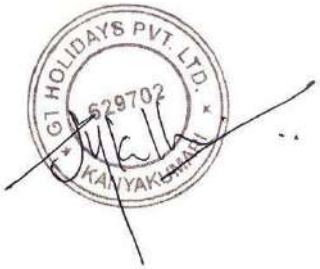
You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and acceptance of the same by you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which you are a party (including, without limitation, any other employment agreements).

Jurisdiction

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Tamilnadu state shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channel.



भारत प्रतिभूति मुद्रणालय, नाशिक रोड
India Security Press, Nashik Road

का.आ.सं.O.O.No. ए/स्था-13-16/A/EST-13-16 दिनांक/Date: 01.09.2023

कार्यालय आदेश/OFFICE ORDER

कु. मीनाक्षी के. को **चयन** के उपरांत भारत प्रतिभूति मुद्रणालय, नाशिक रोड में कनिष्ठ तकनीशियन (नियंत्रण), डब्लु-1 स्तर के पद पर आईडीए वेतनमान रु. 18780-67390/- में दिनांक 01.09.2023 (पूर्वान्ह) से नियुक्त किया जाता है।

Consequent upon the selection Miss Meenakshi K is appointed to the post of Jr. Technician(Control) at W-1 level in IDA Pay Scale of Rs.18780 -67390/- at India Security Press, Nashik Road w.e.f. 01.09.2023 (F.N.).

2. कु. मीनाक्षी के., कनिष्ठ तकनीशियन (नियंत्रण) को संयु. महाप्रबंधक(तकनीकी प्रचालन) प्रभारी नियंत्रण को रिपोर्ट करने का निर्देश दिया जाता है।

Miss Meenakshi K, Jr. Technician(Control) is directed to report to Jt. General Manager(TO) I/c Control.

3. इस आदेशानुसार भारत प्रतिभूति मुद्रणालय, नाशिक रोड में कु. मीनाक्षी के. का स्वागत है।

By this order, Miss Meenakshi K is welcomed to India Security Press, Nashik.

अनुराधा

(अनुराधा कारळकर/ Anuradha Karalkar)
प्रबंधक(मा.सं.) एवं कार्यालय प्रमुख /
Manager (HR) & Head of Office

प्रति/To,

कु. मीनाक्षी के./Miss Meenakshi K,
कनिष्ठ तकनीशियन (नियंत्रण)/ Jr. Technician(Control)
भारत प्रतिभूति मुद्रणालय/ India Security Press

प्रतिलिपि/Copy to:

मुख्य महाप्रबंधक, संयु. महाप्रबंधक (सामग्री/ वित्त एवं लेखा/ तकनीकी प्रचालन- I एवं II) उप महाप्रबंधक (तकनीकी सहयोग/ तकनीकी प्रचालन-प्रभारी नियंत्रण एवं के.मु.डी.), प्रबन्धक (सू.प्रौ./वित्त एवं लेखा/मा.सं.-II/तकनीकी प्रचालन/पीएमएस), उप प्रबन्धक (मा.सं./तक. प्रचा), वरि. कमांडेंट, सीआइएसएफ, भा.प्र.मु. इकाई/ व. सतर्कता अधिकारी, व. पर्यवेक्षक (वित्त एवं लेखा/सेवा पंजी/समय कार्यालय))/ वैयक्तिक फ़ाइल.

OFFER LETTER

DEAR NIVEDYA **Date: 01.04.2024**

We are pleased to offer you an employment at **PONMURUGAN DHALL MILLS** for the position of **PRODUCTION INCHARGE** in our Concern.

We feel that your skills and background will be valuable assets to our team and you will contribute your skills and experience to the growth of our organization.
As per our discussion your Joining date will be on **3rd June2024 (03.06.2024).**

You will be paid in initial salary of **RS. 15,000/- (Per Month)** and your leave will be applicable as per company our company rules and policy.

As informed during your interview, your first 3 months will be the probation period and according to your skills and involvement you show at your work your salary shall be increased as per our management decision. As discussed, your work timings will be from 9.30 am to 7.30 pm from Monday to Saturday. Please confirm your acceptance of this offer by signing and returning copy of this letter. We look forward to welcoming you

CONGRATULATIONS AND WELCOME TO PONMURUGAN DHALL MILLS

Sincerely,
HR Department,
PONMURUGAN DHALL MILLS

FOR EMPLOYEE USE

I agree this offer for my employment at PONMURUGAN DHALL MILLS. I assure to follow the company rules andregulations strictly for my knowledge and belief.

MANAGING DIRECTOR

PONMURUGAN DHALL MILLS

MFRS. MAYIL MARK WHEAT BROKENS, PURE GRAM FLOUR AND BEST ORID DHALL
S.F.No. 159, Trichy Main Road, (Kannampalayam P.O. Sulur Via),
Coimbatore 641 405. Phone: (0) 2688638, 2687837

Admin Off: 833, Rangai Gowder Street, Coimbatore-641 001. Ph: 0422-2393638
GSTIN: 33AACFP3644B1ZS IECODE: 3201008711

OFFER LETTER

DEAR PREETHI M

Date: 01.04.2024

We are pleased to offer you an employment at **PONMURUGAN DHALL MILLS** for the position of **PRODUCTION INCHARGE** in our Concern.

We feel that your skills and background will be valuable assets to our team and you will contribute your skills and experience to the growth of our organization.
As per our discussion your Joining date will be on **3rd June2024 (03.06.2024).**

You will be paid in initial salary of **RS. 15,000/- (Per Month)** and your leave will be applicable as per company our company rules and policy.

As informed during your interview, your first 3 months will be the probation period and according to your skills and involvement you show at your work your salary shall be increased as per our management decision. As discussed, your work timings will be from 9.30 am to 7.30 pm from Monday to Saturday. Please confirm your acceptance of this offer by signing and returning copy of this letter. We look forward to welcoming you.

CONGRATULATIONS AND WELCOME TO PONMURUGAN DHALL MILLS

Sincerely,
HR Department,
PONMURUGAN DHALL MILLS

FOR EMPLOYEE USE

I agree this offer for my employment at PONMURUGAN DHALL MILLS. I assure to follow the company rules andregulations strictly for my knowledge and belief.

MANAGING DIRECTOR

PONMURUGAN DHALL MILLS

MFRS. MAYIL MARK WHEAT BROKENS, PURE GRAM FLOUR AND BEST ORID DHALL
S.F.No. 159, Trichy Main Road, (Kannampalayam P.O. Sulur Via),
Coimbatore 641 405. Phone: (0) 2688638, 2687837

Admin Off: 833, Rangai Gowder Street, Coimbatore-641 001. Ph: 0422-2393638
GSTIN: 33AACFP3644B1ZS IECODE: 3201008711

Branding

June 05, 2024

Ms. Lincy Angel Gabriel
C0279
No.4/138,Kurinji Nagar, Mallikai Vasal,
Thiruverumbur Taluk, Valavandankottai,
Trichirappalli - 620015

LETTER OF PROBATIONARY APPOINTMENT

Dear Lincy,

This has reference to your application and subsequent interviews you have had with us, we are pleased to appoint you as **Process Trainee** at **Sun Branding Solutions (India) Pvt. Ltd. (SBSI), Chennai** from **June 5, 2024,** on a probationary basis, for a period not more than 6 (Six) months.

The terms and conditions of your appointment will be as follows:

- **Details of Salary & Perquisites:**
  Your **Annual CTC** in INR: **3,42,756/-**
  Refer Annexure-1.

- **Leave:**
  During the Probation period, you will be entitled to Statutory Sick Pay i.e. 6 SL for cumulative 6 months on prorate basis.
- **Transfer:**
  You will be liable to be transferred to any other department / establishment / branch or subsidiary of the Company in India or any other Country. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
- **Tax Applicability:**
  Income Tax, as applicable, will be deducted from the compensation payable to you at source, through the payroll system of the Company.
- **Code of Business Conduct:**
  You are at all times expected to comply with the policies framed and implemented by the Company. The existing policies of the Company are as set forth in the Company Handbook that has been provided to you. By accepting this letter, you undertake to abide by these policies. The Company reserves its right to modify or amend these policies, from time to time. Failure to abide by these policies will lead to appropriate disciplinary action.
  - Absconding without intimation: Long leave for a period exceeding 3 days without prior authorization
  - Data theft & abuse
  - Acts of sexual harassment against any person present within the premises of the Company, or against any employee or client of the company at any location outside the premises of the company
  - Failure to perform duties at the standard required by the company
  - Poor conduct or work ethic

Offer Intimation - Sun Branding Solutions(India) Pvt Ltd

7 messages

Nancy Angel Mary <Nancyangel@sunbranding.com> Thu, 28 Mar, 2024 at 8:18 am
To: shruthikasrikanthan96@gmail.com <shruthikasrikanthan96@gmail.com>
Cc: HR India <hrindia@sun-strategy.com>

Dear Shruthika,

Greetings from Sun Branding Solutions (India) Pvt. Ltd.!

We would like to offer you the post of **" Process Trainee"** in our esteemed organization. As discussed during the interview process, your Annual CTC would be **INR 3,42,756/- .** Your place of posting would be **Chennai.** The detailed salary breakup is attached herewith for your reference.

Request you to confirm your date of joining as acceptance of the offer. Kindly reply to us by **29th Mar (Friday) on or before 5 pm,** else this mail will stand void.

Please carry a photocopy along with the originals of the below mentioned documents on your date of joining:

1. Educational testimonials (10th, 12th, Bachelor degree)
2. Photo ID proof (PAN mandatory)
3. Address proof (Aadhar mandatory)
4. Passport size photographs(4 nos)
5. Experience Letters
6. Bank Statement/ Passbook
7. PF UAN Passbook

The appointment letter would be directly issued on your date of joining, on the submission of above said documents.

Your **reporting time is 10.00 am** and venue for joining is as follows:

Sun Branding Solutions

Sathak Centre, 4th Floor,

No. 4, Nungambakkam High Rd,

Chennai – 600034

Lubna Vaseeq (Annalect) <lubna.vaseeq@annalect.com>

Thu, May 30, 2024, 6:50 PM

to me, Mukesh, Hari, Piyush

Hi Madam,

We are pleased to inform the below candidate is selected from today's hiring drive.

Kindly note we are working on onboarding this candidate for next week & by tomorrow second half I will confirm the exact date to you.

Request you to get a verbal offer acceptance from the candidate by tomorrow 1st half.

Name	College Name
Sreelakshmi R	Avinashilingam University

Regards,

Lubna Vaseeq (Annalect)

B.com PA - SE.

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Akshaya P,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 8th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Raj Karthik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B. Com CA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Anandhi Palanisamy,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 1st, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Rajkarthik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.com CA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Anusha B,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Raj Kanthik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

BBA RM SF

Dear ARCHANA J,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Sc CS - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Bhuraneswari Madhumitha

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Raj Karthik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

DealsKart
Online Services Pvt. Ltd

B.Com CA

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear BHUVANESHWARI. S

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

Regd. Office: H.No. 339A/8, Mehta Chowk, Near Juhi Clinic
Dadawadi Jain Mandir Road, Mehrauli, New Delhi - 110030
Phone: 0129-6620551 | Email: hr@dealskart.in

Received offer letter
27/04/2024

B. Com CA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2023

Dear CHARULATHA .D,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com PA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Deepika S,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Raj Karthik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B. Com PA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear DHARSHANAA D

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com CA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/4/2024

Dear Karismapurani SU,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th., providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Rajkarthik from our Talent Acquisition department. You can reach on 9345215525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

DealsKart
Online Services Pvt. Ltd

B.Com CA - SF

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Kaviya M,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K Raj Karthik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com CA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Keerthana P,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Raj Kartik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Sc CS - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear LAKSHANA R,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

DealsKart
Online Services Pvt. Ltd

B.Com CA - SF

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Lakshmi S,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Rajkumar from our Talent Acquisition department. You can reach on 9345215525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.com CA - SF.

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Megavarshini.T,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K.Rajkanthik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com CA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 25/04/2024

Dear Nandha Kathiravan,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Raj Karthik from our Talent Acquisition department. You can reach on 9345215525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.com CA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Nivetha,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Raj Kanthan from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Sc CS - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2023

Dear PAVITHRADEVI CHELLAPPAN

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.SC CS - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear PAVITHRA THANGARAJ

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com PA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Poornthamizh V,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Raj Karthik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com CA - SF.

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear POORNA POIRKOR I

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com PA - SF.

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear PRAKASHIKA S P,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com PA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear PREGETHI. B,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact MR. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com CA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear PREETHI.S,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363482763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.com

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Priyadharshini V,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Rajkarthik from our Talent Acquisition department. You can reach on 9345215525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

Regd. Office: H.No. 339A/8, Mehta Chowk, Near Juhi Clinic
Dadawadi Jain Mandir Road, Mehrauli, New Delhi - 110030
Phone: 0129-6620551 | Email: hr@dealskart.in

Received offer letter
V. Priyadharshini
29/4/24

DealsKart
Online Services Pvt. Ltd

B.ComPA - SF

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear PRIYADHARSHINI K

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com - S.F

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear A. Reesha,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B. Com CA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear ROSHINI B,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.com PA SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear Rubasree TU,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. Varun from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

Regd. Office: H.No. 339A/8, Mehta Chowk, Near Juhi Clinic
Dadawadi Jain Mandir Road, Mehrauli, New Delhi - 110030
Phone: 0129-6620551 | Email: hr@dealskart.in

B.com

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Rubika V,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K Rajkarthik from our Talent Acquisition department. You can reach on 9345215525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

Regd. Office: H.No. 339A/8, Mehta Chowk, Near Juhi Clinic
Dadawadi Jain Mandir Road, Mehrauli, New Delhi - 110030
Phone: 0129-6620551 | Email: hr@dealskart.in

Received offer letter
Rubika V.

B.Com 3F.

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Ruthvica C,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Raj Karthik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com PA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear S. PRIYADHARSHINI

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.com - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear SAKHI SHANMUGA, PRIYA G

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

DealsKart
Online Services Pvt. Ltd

B.com CA - SF

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Selvi.S,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Rajkumar from our Talent Acquisition department. You can reach on 9345215525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

Regd. Office: H.No. 339A/8, Mehta Chowk, Near Juhi Clinic
Dadawadi Jain Mandir Road, Mehrauli, New Delhi - 110030
Phone: 0129-6620551 | Email: hr@dealskart.in

B. com PA - SE

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear SHRUTHI PRABHU

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact MR. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com CA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Snehababu,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey..

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Rajkarthik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.com PA - SF.

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26.04.2024

Dear N. SNEHA,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact MR. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

DealsKart
Online Services Pvt. Ltd

B. Com CS -SF

CIN: U74140DL2011PTC224819

Date: 26.04.2023

Dear SORNA PRIYA. N,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by MAY 18TH, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact Mr. VARUN from our Talent Acquisition department. You can reach on 9363481763.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

Regd. Office: H.No. 339A/8, Mehta Chowk, Near Juhi Clinic
Dadawadi Jain Mandir Road, Mehrauli, New Delhi - 110030
Phone: 0129-6620551 | Email: hr@dealskart.in

Offer letter Received
M.K.

B.com PA-SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Sushmitha G.V,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Rajkumar from our Talent Acquisition department. You can reach on 9345215525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	

B.Com PA - SF

DealsKart
Online Services Pvt. Ltd

CIN: U74140DL2011PTC224819

Date: 26/04/2024

Dear Swetha S,

Congratulations!

We are delighted to inform you that you have successfully cleared the interview process and have been selected for the role of **Sales Associate** at **Lenskart.com** (reg. as Dealskart Online Services Pvt. Ltd under MCA GOI). This achievement marks the beginning of an exciting chapter in your professional journey.

We will share the offer letter to you by May 18th, providing details of the commencement date of training. The training program will span 17 days, comprising 12 days of Classroom training and 5 days of on-the-job training.

We will offer you a **CTC of INR 2,52,000 P.A.** Attached to this letter is the Benefits Annexure outlining the comprehensive benefits package offered to you as part of your employment with us.

Should you have any queries or require further assistance, please do not hesitate to contact K. Rajkarthik from our Talent Acquisition department. You can reach on 93452 15525.

We eagerly anticipate your contribution to our team and trust that your journey with Lenskart.com will be both fulfilling and rewarding.

Best Wishes,

Candidate's Name _____ **Signature** _____

Date _____

Benefits Annexure

Total Rewards	Amount	Remarks
CTC	2,52,000/-	CTC inclusive of Gross + PF + ESIC
Incentives* (over & above CTC)	As per target	Paid out monthly as per the target achievement
Group Personal Accident(GPA)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers Accidental benefits, Death benefits due to accident, Weekly benefit (if on bed-rest due to accident)
		In case of rest due to accident employee will get 2% of Sum insured every week or Rs.10000 whichever is less till 104 weeks
Group Term Life (GTL)	In case CTC is less than 5Lacs, Sum Insured capped at 5Lacs	Covers all types of Deaths – natural, accident, sickness
Gratuity (over & above CTC)	As applicable	