



COIMBATORE INSTITUTE OF TECHNOLOGY, COIMBATORE – 641014
(A Government-Aided Autonomous Institution Affiliated to Anna University, Chennai)
DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

Internship Details Academic Year 2023-24

Number of Students undergone Internship:51

S.No	Register Number	Name of the student	Name and Address of the company	Date of Joining the internship	Duration of the internship
1.	20 04 001	AMEER HARRIS N	ERPROOTS Private Limited, 25, 4th floor, Tex Park Road, Nehru Nagar West, Coimbatore, Tamil Nadu 641014	04/12/2023	6months
2.	20 04 002	ANAND MAHADEVAN.R	Multicoreware Inc, Block-9A, Sixth Floor, DLF IT Park, Mount Poonamallee Rd, Manapakkam, Chennai, Tamil Nadu 600019	21/12/2024	6 months
3.	20 04 006	DEEPAK.G	Zoho corporation private limited,Estacia IT Park, Chennai	23/01/2024	6 months
4.	20 04 008	GEETHALOSHINI D	Oracle EWGBU, Azanth Info Park, 6th Floor, Tower C, Hyderabad - 500081.	17/01/2024	6 months
5.	20 04 010	HARINI M S	HPE, Narsyanapeta, Mahadevapura, Bengaluru, Karnataka 560048	26/02/2024	6 months
6.	20 04 013	ILAKKIYA S	D. E. Shaw India Private Limited, Plot No. 573, B & C, Road No. 1, Navanirman Nagar Colony, Jubilee Hills, Hyderabad, Telangana 500096	04/12/2023	6 months
7.	20 04 014	JAYA HARRISHM	Aqfer India Private Limited, Registered Office: 01 FA, First Floor, IIT Madras Research Park, Karagam Road, Taramani, Chennai 113	18/12/2023	6 months

8.	20 04 022	MOHANAPRIYA M	STEPS Knowledge Services Pvt Ltd, 2nd St, Kasthuri Nagar, Ondipudur, Coimbatore.	25/01/2024	6 months
9.	20 04 023	MOHIT.M.K.	Ankercloud Technologies Private limited Rudh Orchids, #4AC 302, 1st Floor, 3rd main road, 4th A Cross, OMBR Layout, Banasawadi, Bangalore 560043	04/03/2024	3 months
10.	20 04 025	NITHINKUMAR.G.R	Mach-IT Edutech Pvt. Ltd., Bangalore	22/01/2024	6 months
11.	20 04 027	PRIYARANJAN.U.S.	Mach-IT Edutech Pvt. Ltd., Bangalore	22/01/2024	6 months
12.	20 04 030	SANMATHI B	Schneider Electric, Bearys Global Research Triangle, Sy No 63/3B, Gorvigere Village, Bidarshalli, Hobli, Whitefield Ashram Road, Bangalore 560067	15/01/2024	6 months
13.	20 04 031	SARAVANA PRASATH S	Mach-IT Edutech Pvt. Ltd., Bangalore	22/01/2024	6 months
14.	20 04 033	SHRI RAM KARTHIC V	Soliton Technologies Pvt Ltd, No.305, Tidel Park ELCOT SEZ, Vilankurichi Road, Aerodrome Post, Coimbatore-641014.	02/01/2024	6 months
15.	20 04 035	SHUBHASHREE M	Akamai Technologies, 8/1,8/4, Nagsandra Rd, Embassy Golf Links Business Park, Domtur, Bengaluru, Karnataka 560071	24/01/2024	6 months
16.	20 04 038	SUJITHA E	Nokia , TVH agnitio park, chennai -600096	04/12/2024	8 months
17.	20 04 042	VARSHA.R.	Mach-IT Edutech Pvt. Ltd., Bangalore	22/01/2024	6 months
18.	20 04 043	VARSHINI S	Soliton Technologies Pvt Ltd, No.305, Tidel Park ELCOT SEZ, Vilankurichi Road, Aerodrome Post, Coimbatore-641014.	02/01/2024	2 months

19.	20 04 046	VJAYKUMAR S	Sona Comstar First Floor : 104, HQ, OMR, Rajiv Gandhi Salai, Kazhipattur, Tamil Nadu 603103	21/02/2024	3 months
20.	20 04 050	YUVAMITHUN M.	Vandewiele-Savio India private limited, Poilachi Main Rd, Thamarakulam, Tamil Nadu 642109.	22/01/2024	4 months
21.	7176 21 04 205	ATHIHARIKSHORE A	Nokia, Manyata Embassy Business Park, Manyata Embassy Business Park, Silver Oak - Wing, Nagavara, Bengaluru, Karnataka 560045	12/04/2024	8 months
22.	20 04 051	AASHICA A C	Akamai Technologies, 8/1,8/4, Nagsandra Rd, Embassy Golf Links Business Park, Domtur, Bengaluru, Karnataka 560071	24/01/2024	6 Months
23.	20 04 052	ABBLEET R	Anora Instrumentation Private Limited (AIPL), 77, Ambattur Industrial Estate Rd, Mogappair, Chennai, Tamil Nadu 600058	19/02/2024	2 Months
24.	20 04 053	ABDULLA IBAK M	Soliton Technologies Pvt Ltd #305, Tidel Park Coimbatore SEZ, Vilankurichi Road, Civil Aerodrome Post, Coimbatore - 641014.	02/01/2024	2 months
25.	20 04 054	ADHAVAN R	Soliton Technologies Pvt Ltd #305, Tidel Park Coimbatore SEZ, Vilankurichi Road, Civil Aerodrome Post, Coimbatore - 641014.	02/01/2024	2 months
26.	20 04 056	AISHWARYA N	Avasth,3rd Floor, Beta Block, SSPDL - Alpha City, Navalur, Tamil Nadu 600130	12/02/2024	6 months
27.	20 04 058	ARVINDH S	Anora Instrumentation Private Limited (AIPL), 77, Ambattur Industrial Estate Rd, Mogappair, Chennai, Tamil Nadu 600058	19/02/2024	2 months

28.	20 04 060	CHINMAYA MAHADEV M N	embedUR systems (India) Pvt. Ltd. Phase 2, 11th Floor, TICEL Bio Park Ltd No.5, CSIR Road, Taramani, Chennai - 600 113	02/01/2024	6 months
29.	20 04 061	DEVADHARSEN S	STEPS Knowledge Services Pvt Ltd, SriNivas, 26, 2nd St,Kasthuri Nagar, Ondipudur,Coimbatore, Tamil Nadu 641016	17/01/2024	6 months
30.	20 04 064	DHIVYA SRIMATHI K	Bosch Global Software Technologies Private Limited, 123 Industrial Layout, Hosur road, Koramangala, Bengaluru, Karnataka-560095	19/01/2024	3 months
31.	20 04 068	LOGESH RAJ S M	Procelea Private Limited No 44/A ,Datta Prabhas Building 1 st Main, J.P Nagar,3 rd Phase Bengaluru 560078	20/12/2023	6 months
32.	20 04 071	MEENA PRIYADHARSINI V	Zizzle stark,vadavalli,Coimbatore 641014	10/01/2024	6 months
33.	20 04 072	MEERA KRISHNAN K	Toshiba software India Pvt Ltd Ensoo & Vaidhavi Group, 3rd Block, 3A, Sarjapur - Maruthahalli Rd, Koramangala, Bengaluru, Karnataka 560034	02/01/2024	6 months
34.	20 04 075	NAVEEN KUMAR R	Bosch Global Software Technologies, SEZ - Keeranathas Rd, CHIL SEZ IT Park, Saravanampalli, Coimbatore, Tamil Nadu 641035	19/01/2024	3 Months
35.	20 04 076	NEERAJA S	Sona comstar Q2MP+HPR, Keelakaranai Village,Malrosapuram Post, Maraimalai Nagar, Tamil Nadu 603204	21/02/2024	6 months
36.	20 04 077	PAVITHRA P	ARM Embedded Technologies Pvt. Ltd. Bagmane World Technology centre, Cirrus Block,5th floor, Doddanekundi, Bangalore-560048	08/01/2024	6 months

37.	20 04 081	RAHUL M	AppVirusX Private Limited Module No-107, 1st Floor, ELCOSEZ, Tidel Park, Coimbatore -641014	22/01/2024	6 months
38.	20 04 082	RAJADURAI S	AvanSoft,3rd Floor, Beta Block, SSPDL - Alpha City, Navalur, Tamil Nadu 600130	12/02/24	6 months
39.	20 04 084	ROGITH N	Schneider Electric, Bearys Global Research Triangle, Sy No 63/3B, Gorvigere Village, Bidarahalli, Hobli, Whitefield Ashram Road, Bangalore 560067	15/01/2024	6 months
40.	20 04 086	SHIVANANTHA	Toshiba software India Pvt Ltd Esson & Vaishnavi Group, 3rd Block, 3A, Sarjapur - Marathahalli Rd, Koramangala, Bengaluru, Karnataka 560034	02/01/2024	6 months
41.	20 04 087	SHREYAA VISWANATHAN	MIQ Digital Private Limited, 5th & 6th Floor, SKAV 909, 9/1, Lavelle Road, Bengaluru, Karnataka 560001	03/01/2024	6 months
42.	20 04 088	SHRUTHILAYA S	Schneider Electric, Bearys Global Research Triangle, Sy No 63/3B, Gorvigere Village, Bidarahalli, Hobli, Whitefield Ashram Road, Bangalore 560067	15/01/2024	6 months
43.	20 04 089	SUGAN C	Zoho Corporation Pvt.Ltd., Plot 140,151, Estancia IT Park, Chengalpattu District, Tamilnadu-605202	23/01/2024	6 months
44.	20 04 090	SUGENDHIRAN K	MBit Wireless Pvt Ltd, 5th Floor SSPDL , Gamma block Navalur, Chennai - 603103	05/03/2024	3-6 months
45.	20 04 091	SUJAN S K	Bosch Global Software Technologies, SEZ - Keeranatham Rd, CHIL SEZ IT Park, Saravanampatti, Coimbatore, Tamil Nadu 641035	19/01/2024	3 Months
46.	20 04 091	SWETHA S	Ancora Instrumentation Private Limited, No 77 SP Ambattur Industrial Estate, Chennai - 600058	19/02/2024	2 months
47.	20 04 095	THARUN	VINJEY Software Systems Pvt. Ltd.,No. 429, First Floor 12th Cross, Chord Rd, 2nd Stage, Mahalakshmiapuram, Bengaluru, Karnataka 560086	29/01/2024	5 months

48.	20 04 097	VAMSI KRISHNA D	STEPS Knowledge Services Pvt Ltd, 2nd St, Kasthuri Nagar, Ondipudur, Coimbatore, Tamil Nadu 641016	17/01/2024	6 Months
49.	20 04 098	VIGNESH K S	Arcora Instrumentation Private Limited (AIPL), 77, Aruhatar Industrial Estate Rd, Mogappair, Chennai, Tamil Nadu 600058	19/02/2024	2 Months
50.	20 04 099	VINESH S R	Bosch Global Software Technologies, SEZ - Keerasantham Rd, CHIL SEZ IT Park, Saravanampatti, Coimbatore, Tamil Nadu 641035	19/01/2024	3 Months
51.	20 04 100	VISHNU P G	Soliton Technologies Pvt Ltd #305, Tidel Park Coimbatore SEZ, Vilankurichi Road, Civil Aerodrome Post, Coimbatore - 641014.	02/01/2024	2 months


internship coordinator

Electronics and Comm Engg.
Coimbatore Institute of Technology
COIMBATORE - 14.

Doc no: ERPR/HRM/TOL-006

Date: 11/11/2023

Trainee Offer LetterStrictly Private and Confidential

Mr. Ameer Harris N
2/71, Main Road
Saraboji Rajapuram,
Valuthur, Papanasam, Thanjavur,
Tamil Nadu - 614210.

Dear Ms. Ameer Harris N,

It gives us immense pleasure in inviting you to join **ERROOTS Private Limited** as one of its valuable members. We believe that organizations grow and flourish by the enthusiasm and energy of people, who are willing to invest into the future. We are sure that with your joining, we will be adding to our organization's strength of competence, commitment, and customer orientation.

We are pleased to offer you a position of "SAP Trainee" in **ERROOTS Private Limited**, for a period of 6 Months.

You are expected to join with **ERROOTS Private Ltd** on 4th December 2023 at our Coimbatore office located at **N Towers, 4th Floor, 25 Tex Park Road, Nehru Nagar West, Kalapatti Road, Civil Aerodrome Post, Coimbatore, Tamil Nadu- 641014.**

The details of your compensation along with the terms and conditions applicable from the date of your joining are annexed herewith. As confirmation of your acceptance, please sign the duplicate copy of this Offer along with the Annexures A and submit the same.

Welcome Onboard! We look forward to a mutually rewarding and long-lasting association. Wishing you a successful career at **ERROOTS Private Limited**.

For **ERROOTS Private Limited**,

Founder and Director

ERROOTS Private Limited,
4th Floor, N Towers, 25, Tex Park Road, Nehru Nagar West, Kalapatti Road,
Civil Aerodrome (P.O), Coimbatore - 641014

E-Mail: info@erproots.com

Tel: +91 63747 12657

Website: www.erproots.com

ANNEXURE - A

GENERAL TERMS AND CONDITIONS

1. Personal Particulars

You will keep us informed of any change in your residential address, your family status, or any other relevant information. You would also let us know the name and address of your legal heir/nominee

2. Commencement of Training Period

Your training with the Company will commence from the date of your joining the Company, subject to fulfillment of the other conditions as mentioned in this contract.

3. Nature of Work:

Your nature of work mainly includes all the aspects of the (Duties and responsibilities) SAP Trainee. You will work with high standard of initiative, creativeness, efficiency, and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your Line Manager / Management from time to time.

As such, your training will focus primarily on learning and developing new skills and gaining a deeper understanding of concepts.

4. Compensation and Performance Review

- The stipend (including all benefits) will be INR 40,000 (Rupees Forty Thousand) per month.
- Your date of joining will be on 4th December 2023.
- Your performance will be reviewed periodically which includes Quality of deliverables, Commitment, Learning and initiatives, Innovations, Behavioral skills, Attendance, Leaves and etc.,
- If in case and/ or the performance during the training period is not satisfactory your employment with the company will be terminated with immediate effect.
- Upon successful completion of your 6 months of training and satisfactory performances, you will be confirmed as a Full-Time Employee at ERPROOTS.
- The allowance, benefits, and other terms and conditions will be as per the company policies as applicable from time to time.
- Applicable tax will be deducted on your salary as per statutory norms.

For ERPROOTS Private Limited,



Founder and Director

ACCEPTANCE

I, AMEER HARRIS . N hereby confirm that I have read and understood the Terms and Conditions mentioned above and accept the Company's offer without any reservations whatsoever.

Signature: 

Date: 13/09/2023

ERPROOTS Private Limited,

4th Floor, N Towers, 25, Tex Park Road, Nehru Nagar West, Kalapatti Road,
Civil Aerodrome (P.O), Coimbatore- 641014.

E-Mail: info@erproots.com

Tel: +91 63747 12657

Website: www.erproots.com



MulticoreWare India (P) Ltd - PLACEMENT DRIVE - Reg

1 message

Mon, 21 Aug, 2023 at 11:58 am

CIT PLACEMENT CELL <citplacementcell2024@gmail.com>

To: citplacementece2024@googlegroups.com, citplacementit2024@googlegroups.com,
citplacementcse2024@googlegroups.com

Cc: Col Jacob G Podipara (Retd) <deputyplacementofficer@cit.edu.in>, CIT DPO <deputypo@cit.edu.in>, Dr Muthu
Subramanian P <assistantplacementofficer@cit.edu.in>, assistantplacementofficer1@cit.edu.in,
computing_placement@cit.edu.in, cit-faculty-coordinators-2024@googlegroups.com

Dear Students,

We are glad to inform you that the following students have secured an intern + FTE in
the **MULTICOREWARE** Placement drive.

S NO	REG NO	NAME OF THE CANDIDATE	DEPARTMENT
1	2004002	Anand Mahadevan	B.E ECE
2	2005041	Sanjay J Y	B.E CSE

Best Regards,

Dr.M.Radha,

Assistant Placement Officer,

Phone no: 9952214194

Coimbatore Institute of Technology,

Coimbatore - 641014.

You received this message because you are subscribed to the Google Groups "ECE" group.

To unsubscribe from this group and stop receiving emails from it, send an email to citplacementece2024+unsubscribe@googlegroups.com.

To view this discussion on the web, visit [https://groups.google.com/d/msgid/citplacementece2024-QA22v7TtVEB3-uNbnRLeN8MfksE1jyLAUVQa%3D\(P11Fv5b7R2\)-45maf@gmail.com](https://groups.google.com/d/msgid/citplacementece2024-QA22v7TtVEB3-uNbnRLeN8MfksE1jyLAUVQa%3D(P11Fv5b7R2)-45maf@gmail.com).



Zoho Corporation Private Limited

Plot 140, 151, Estancia IT Park, Vallanchery,
Chengalpattu District, Tamilnadu, 603 202,
Ph: +91 44 6744 7070
www.zohocorp.com

SEZ Unit

PROVISIONAL OFFER LETTER

Date: 9/11/2023

Ref No:

CIT/1/2/2024

to

Mr. DEEPAK . G

Congratulations!

Based on your various rounds of interviews with ZOH0 at your Campus, we are happy to inform you that you are being offered the position of **Member Technical Staff**. Your annual cost to the Company is **Rs.5,60,000 (Rupees Five Lakh Sixty Thousand Only)**.

We would like to extend you an internship opportunity as a "Project Trainee" as and when your final semester begins. We expect you to work on the project on a full time basis for a period of 5-6 months. During this project tenure you will be paid a stipend of **Rs. 20,000/- (Rupees Twenty Thousand Only)**. This employment offer is valid subject to successful completion of your project.

(Note: The above may not apply to you if your College does not permit internships).

The breakup of your gross salary and benefits will be shared with you soon through a detailed Offer letter. The soft copy of the letter will be sent to your personal email ID and the hard copies will be handed over to you on your date of joining.

It is our pleasure that you have chosen us and we look forward to welcome you aboard!

Good Luck!

Authorized Signatory





Oracle Solution Services
(India) Private Limited

Oracle Tech Hub
Block B, Lvl 4, No. 169/1 Bellandur,
Sarjapur Marathahalli Ring Rd.,
Kadubeesanahalli,
Bengaluru, Karnataka - 560 103,
India

CIN: U72900KA1995PTC018327
phone +91 80 3713 0000

Private & Confidential

Reference: 219671

Dated: 15 December 2023
D. Geethaloshini

Dear Geethaloshini,

It is our pleasure to offer you student internship to work on a project with Oracle Solution Services (India) Private Limited (the Company) by way of this internship letter.

Appointment

Your project location would be Hyderabad.

The duration of your internship will be from 17 January 2024 to 12 July 2024. Any changes to the start and/or end date will be as agreed between the Company and you, and any extension of the internship will be based on mutual agreement.

Upon joining, you will be assigned a mentor from the Company who will brief you about the project and you will be required to carry out the project work under the guidance of a mentor.

Stipend

Under this internship, you will be paid a stipend of INR 50,000.00 per month, subject to applicable tax deduction. You will however, not be entitled to any other allowances or benefits given to the regular employees of the Company, other than what is set out in this letter.

You will arrange to take care of your tax related responsibilities as may be applicable to the aforesaid stipend payments or any other tax related matters in connection with your internship and the Company will not be liable for the same.

Termination

During your internship, you or the Company may terminate this internship by giving 10 calendar days' notice in writing or by Company making payment in lieu thereof.

The Company shall be entitled to terminate this internship with immediate effect (but without prejudice to the rights and remedies of the Company for any breach of this offer letter and to your continuing obligations under this offer letter) if you are guilty of dishonesty, serious or persistent misconduct, or without reasonable cause of neglect, or refusal to attend to your duties, or failure to perform any of your obligations, hereunder, or fail to observe the Company's disciplinary rules or any other applicable regulations of the Company.

You will be responsible for the safe return of all properties of the Company, including any drawings, software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company, or any reproduction thereof which may have been provided to you during the course of your internship with the Company, or which may be in your use, custody, care, or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

On expiry or earlier termination of this internship, you shall immediately hand over all papers, documents, and other properties of the Company and the group companies as may be in your possession, custody, control, or power, including but not limited to any computers, computing equipment, computing devices, etc. as provided by the Company.

We are aware that as part of your education curriculum, you have to work on a project report and submit it to your college. We wish to inform you that the projects done at the Company would be the sole property of the Company. Consequently, all rights to such projects will remain solely the property of the Company. You will be required to prepare a project report under the guidance and review of the mentor; a copy of which will be retained by the Company for our records and the other copy can be submitted to your college.

You must also ensure that you have submitted the request/recommendation letter from your college for your internship at the Company with our Campus Team before you can commence on your internship.

On your successful completion of the internship, you will be provided with an internship certificate by the Company.

This internship letter shall be governed by and construed in accordance with the laws of India.

This internship letter is subject to the acceptance of the enclosed guidelines which are applicable during your project period.

Yours Sincerely,

For and on behalf of **Oracle Solution Services (India) Private Limited**



Srihari Beldona
Group Vice President - Human Resources

Acknowledgement:

No signature is required from you upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer has been made. This contract is legally binding based on the laws of India.

Hewlett Packard Enterprise

19/11/2023

Harini M S
No.6/8, Golden nagar main road, Tirupur

Dear Harini M S,

We are pleased to inform you that you have been selected for training with Hewlett Packard India Software Operation Pvt. Ltd. ("HPE" or the "Company") from 26/02/2024 to 26/08/2024 for a period of 6 months under the guidance and supervision of Prashanth Shivanna. Your location would be Bangalore, Karnataka, India.

1. During the tenure of the project, you will be paid a **stipend of Rs. 40,000 per month**. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.
2. It is clearly understood that you are not in any manner providing any service to HPE and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HPE, copy, duplicate, decompile or translate any intellectual property of HPE without appropriate authorization. You shall not take out any intellectual property belonging to HPE, outside the work place or HPE's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HPE appropriately, in the event you cause any loss or damage to any property that is owned or leased by HPE, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.

FOR Company

FOR Employee

Name: Harini M.S

Signature: [Signature]

Date: 8/2/24

Sailesh A J Menezes

Vice President - Human Resources

Welcome to The D. E. Shaw Group || Regular Internship Program || 2023-24

Message

Tue, 21 Nov 2023 at 10:24

Tech Campus (IND) <tech-campus-ind@world.deshaw.com>
2004013ece@cit.edu.in <2004013ece@cit.edu.in>
Periwal, Priyam <Priyam.Periwal@deshaw.com>

Dear ILAKKIYA,

We are thrilled to extend a warm welcome to you as a part of the **Regular Intern Cohort 2023-24** at D. E. Shaw India.

Thank you for choosing D. E. Shaw India to start your professional journey. We are confident that your skills and enthusiasm will greatly contribute to our ongoing projects and initiatives.

Ensure a smooth and successful internship experience. please take note of the below information:

- **Date of Joining:** Your official start date is **04/12/2023**.
- **Point of Contact:** For any queries or assistance during your internship, do not hesitate to reach out to Error! No document variable supplied. (marked in cc). They will address your concerns and provide guidance throughout your internship.
- **Office Address:** You will be based out of our Hyderabad office. Here is the address - Plot No. 573, B & C, Road No. 1, Navanirman Nagar Colony, Jubilee Hills, Hyderabad, Telangana 500096.
- **Arrival at Office:** It is recommended you arrive at the office by 9:00 AM.
- **Social Media Awareness:** We insist you go through our social media policy before posting on social media platforms regarding your onboarding, or any other confidential information related to the D. E. Shaw group. More details will be shared with you upon joining.
- **Reimbursement Policy:** As per our reimbursement policy, you can avail relocation benefits during your internship period. Any reimbursements can be claimed as an FTE once the internship ends. Summary of important points from the policy:

As an Intern

1. **Travel:** Upto INR 15,000 (including all travel expenses for airport cab/economy class flight/bus/train)
2. **Air Travel:** Traveler details should be present on the itinerary ticket and boarding pass. In the absence of a boarding pass, a traveler certificate is required.
3. **Airport Cab Bills:** Airport cab bills should be in the employee's name with pick-up and drop-off locations. Date, time, and amount should be clearly visible on the bills.

As an FTE

1. **Relocation** – Upto INR 50,000 claimed once as an FTE. This includes:
 1. **Brokerage:** Provide a proper bill in the employee's name on the broker's letterhead with broker's sign and stamp. Include the names of all employees sharing the brokerage expense,

if applicable.

Payment receipt (UPI/bank payment screenshot) is required.

ii. Cargo/Good Transportation: Bills should be on employee's name with transportation details (sender's and receiver locations), sign and stamp of vendor with list of items transported (itemized bill).

GST no. should be mentioned on bill where GST is charged. Payment receipt (UPI/bank payment screenshot) is required.

2. Travel on actuals (including all travel expenses for airport cab/economy class flight/bus/train)

i. Air Travel: Traveler details should be present on the itinerary ticket and boarding pass. In the absence of a boarding pass, a traveler certificate is required.

ii. Cab Bills: Airport cab bills should be in the employee's name with pick-up and drop-off locations. Clear visibility of the date, time, and amount on the bills is important.

Please note:

- Relocation expenses must be claimed by the employee within 30 days from the date of joining as an FTE through our internal reimbursement portal.

- To and fro cabs from hotel to office can be claimed during the 14-day hotel stay. These will be paid on actuals. Cabs from office post 8pm should be booked through our internal cab service portal.

This internship is aimed at providing you with valuable experiences, opportunities to expand your skillset, and chance to build a strong network within the firm. We encourage you to make the most of your time here and seize every opportunity for personal and professional development.

Once again, welcome to D. E. Shaw India! We are excited to have you onboard and look forward to meeting you soon.

Best regards,

DESS Technology Campus

Date: August 7, 2023

INTERNSHIP CUM EMPLOYMENT OFFER

JAYA HARRISH M

Roll No: 2004014

71/4F Arul Illam,

near BHSS, Aranthangi -614616

Pudukkottai dist.

Dear JAYA HARRISH M

Position.

Further to your internship completion you will start in a full-time position as **Site Reliability Engineer** and you will initially report to the Company's Director, **R.Narayana Kumar** or such other person as communicated to you from time to time. You will primarily be stationed at Chennai, India, or at such other place in accordance with the needs and requirements of the Company from time to time.

Aqfer India Private Limited ("Company") is pleased to offer you Internship & employment with the Company on the terms and conditions described below ("Offer").

Commencement of Internship & employment.

Your internship under the terms and conditions set forth herein shall commence on **December 4, 2023**, upon your acceptance and confirmation of the offer

Your employment under the terms and conditions set forth herein shall commence on **June 3, 2024**, upon successful completion of your internship and degree

Position. You will be designated as Software Engineer and you will initially report to Narayanakumar or such other person as communicated to you from time to time. You will primarily be stationed at Chennai, India or at such other place in accordance with the needs and requirements of the Company from time to time.

Remuneration and Employee Benefits. You are expected to start your internship with us on or before December 4, 2023. You will have to pursue the project at our office, which is subject to the pandemic conditions. Your stipend during your internship will be **Rs.15000/- (Rs. Fifteen Thousand Only)**

Aqfer India Private Limited,
Registered Office: 01 FA, First Floor, IIT Madras Research Park, Kanagam Road, Taramani,
Chennai 113
CIN: U72900TN2022PTC149837
www.aqfer.com

On successful completion of your internship and degree. In consideration of the employee duties to be performed by you hereunder including abiding by the provisions in clause 4 below, you will be paid a salary of **Rs. 7,50,000 (Seven Lakhs Fifty Thousand Only) per annum**. You will be entitled to other benefits including gratuity, leave, personal accident insurance, mediclaim for self, spouse, dependent children and others as may be applicable as per the policy and procedures of the Company and in accordance with the applicable laws.

Notice. During your employment with the Company, you are required to provide the Company with not less than 2 (Two) months' written notice to terminate your employment. Should the Company terminate your employment, unless it is by reason of misconduct, the Company will give you 2 (Two) months' notice to terminate the employment. It is clarified that no notice will be required to be given by the Company in the event termination of your employment by the Company is on account of misconduct.

Confidential Information and Invention Assignment Agreement. As a condition of your employment with the Company, you will be required to sign and deliver to the Company a standard Confidential Information and Invention Assignment Agreement. You agree that the remuneration payable by the Company to you in accordance with clause 3 above is valid and adequate consideration to abide by the terms contained therein.

Employment Relationship. Your employment with the Company will be "at will", meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. If it is found that the information provided by you is false, incorrect, inaccurate or misleading, then, without prejudice to all rights and remedies, the Company shall have the right to withdraw this offer or in case of such discovery after commencement of your employment, the Company to take inappropriate disciplinary action against you and/or terminate your employment with the Company.

Any contrary representations which may have been made to you are superseded by this offer. This is the full and complete agreement between you and the Company with respect to the subject matter set forth herein. Although your job duties, title, remuneration and benefits, as well as the Company's personnel policies and procedures, may change from time to time which will be communicated to you, the "at will" nature of your employment may only be changed in an express written agreement between you and the Company.

Other duties and covenants. You understand that the Company's computer network is the property of the Company and may only be used for legitimate business purposes. You have the responsibility to use the Company's computer resources and the internet in a professional, lawful and ethical manner and you will keep the Company indemnified against any losses that it may suffer as a result of or in relation to a breach of any terms contained herein by you. You will, at all times, perform your duties and act in a manner and devote all your efforts and time to promote the interests of the Company and its operations and activities and shall work for such hours as may be required by the Company for the proper, efficient and diligent performance of your duties.

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Chennai 113
CIN: U72900TN2022PTC149837
www.aqfer.com

hereunder. This appointment is subject to the adherence to the conditions of the letter and the Company's policies and procedures.

Return of Company Property. When your employment ends, or at any other time if you are requested to do so, you must return to the Company all property belonging to or relating to the Company or its affiliates, or its or their business. You shall, at all times, be responsible for ensuring proper care and safety of all property belonging to or relating to the Company (including without limitation any IT/electronic assets, Company data or information, identification badges, etc.) which is in your possession, whether working from office or home.

Compliance Policies. You agree to abide by the code of conduct of the Company and such other policies of Company as may be made applicable and notified to you from time to time. At any time, the terms and conditions contained in Company's policy(ies) shall supersede the terms hereof. As a condition of this Offer, as well as your continued employment by the Company, you must read, understand, and abide by all applicable compliance policies that may be notified to you and as updated from time to time. You must also read, understand, and abide by all applicable Company compliance policies found on Company's intranet/website.

Deductions. The Company shall be entitled to deduct from your salary, or from any payment due to you upon termination of employment or during your employment, any monies due from you to the Company. Such sums include, without limitation, repayment of any loans or advances, repayment of any overpaid holiday pay, salary or benefits and the cost of any damage to or failure to return the Company's property. The Company will operate this clause in a fair and reasonable manner.

Outside Activities. While you render services to the Company, you agree that you will not engage in any other employment consulting or other business activity without the prior written consent of the Company. In addition, while you render services to the Company, you will not assist any person or entity in competing with the Company, in preparing to compete with the Company or in hiring any employees, existing or potential clients or consultants, directly or indirectly, of the Company.

Tax Matters. All forms of remuneration referred to in this Offer or otherwise payable to you by the Company are subject to applicable tax laws including withholding and payroll taxes. You are encouraged to obtain your own tax advice regarding your remuneration from the Company. You agree that the Company does not have a duty to design its remuneration policies in a manner that minimizes your tax liabilities, and you will not make any claim against the Company or any of its affiliates, officers, directors, employees, agents and/or representatives in relation to tax liabilities arising from your employment with the Company.

Non-Disparagement. You agree that during the course of your employment and at any time thereafter, you shall not, directly or indirectly, and in any manner or form whatsoever, disparage or encourage or induce others to disparage the Company or any of its affiliates, or any of their

Aqfer India Private Limited,
Registered Office: 01 FA, First Floor, IIT Madras Research Park, Kanagam Road, Taramani,
Chennai 113
CIN: 11729001N2022PTC149837
www.aqfer.com

employees, officers, directors, products, services, representatives, customers, vendors, affiliates, agents, or other associated third parties.

Entire Agreement. This Offer supersedes and replaces any prior understandings or agreements, whether oral, written or implied, between you and the Company regarding matters set out herein.

Governing Law and Jurisdiction. The validity, interpretation, construction and performance of this agreement shall be governed by the laws of the Republic of India and any legal action, suit or proceeding arising out of or in connection with this agreement shall be brought solely and exclusively in the courts at Chennai, Tamil Nadu, India alone and no other court shall have jurisdiction to entertain and try matters relating to or arising from and out of this Agreement.

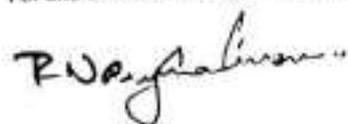
Survival. Any provision in this agreement which by virtue of its nature and continuing obligation should remain in force upon termination of your employment, then such clauses and provisions shall survive termination of this agreement.

If you wish to accept this Offer, please sign and date both the enclosed duplicate original of this letter and the enclosed Confidential and Invention Assignment Agreement and return them to the Company. By signing this letter, you confirm with the Company that you are under no contractual or legal obligations that would prohibit you from performing your duties with the Company.

We hope that you accept this offer of employment. We are certain that a career with us will provide you with significant opportunities and rewarding professional challenges. In the interim, if you have any questions or concerns, do not hesitate to contact me or a member of my team. We look forward to working with you.

Yours sincerely,

For and on behalf of **Aqfer India Private Limited**



Name: Narayana Kumar R
Designation: Director

Acceptance of Employment Offer

I have read and understood all the terms and conditions contained in this offer for employment letter and agree to abide by the same. I am accepting this offer of employment along with the terms and conditions set out herein.

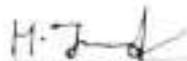
Aqfer India Private Limited,
Registered Office: 01/1A, First Floor, III Madras Research Park, Kanagam Road, Taramani,
Chennai 113

CIN: U72900TN2022PTC149837

www.aqfer.com

I promise to abide by the rules, regulations, and other policies of the Company, as applicable, enforced, amended, or altered from time to time during the course of my employment and abide by any agreement entered between myself and the Company.

I confirm that I have read and understood the whole of this document, that I have been given and have read a copy of the Confidential Information and Invention Assignment Agreement of which, together with this document, sets out (or refers me to other documents which set out) the particulars of my employment and that I understand and agree to the terms and conditions of my employment. I also understand that, in offering me employment, the Company has relied on the information given by me to the Company in applying for employment and I hereby grant my unqualified consent to the Company to provide and/or share all the personal information provided by me herein and from time to time, including for avoidance of doubt sensitive personal data and information, for the purpose of employment with the Company, with any third party for conducting the reference checks, payroll management or for any other lawful purpose. I also understand that this offer of employment is conditional on and may be withdrawn if either condition is not satisfied.

04.12.2023

Name: JAYA HARRISH M
Place: Coimbatore
Date: 04.08.2023

Anticipated Date of Joining
Internship
Employment

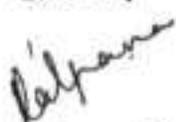
April 8, 2024

To Whomsoever It May Concern

This is to certify **Jaya Harrish. M (Roll No: 2004014)** has Completed his internship from December 18, 2023 to March 29, 2024 in Site Reliability Engineering at our organization

Please do no hesitate to contact the undersigned for any further information

Sincerely



Kalpana. N
Human Resources



Ref HR / 94 / 23-24

22/01/2024

Ms. M. Mohanapriya

1/174, Gollapalli,

Emmakalnatham, Bargur

Krishnagiri- 635104.

Sub: **Internship Offer Letter**

Dear **Mohanapriya,**

We are pleased to offer you the position of **intern Engineer** in our organization. This appointment is subject to the following terms and conditions. Upon acceptance a formal agreement elaborating the Non-competing and Non-Disclosure terms and conditions have to be executed. This letter of employment and offer letter is strictly confidential between you and the company.

We look forward to have mutually rewarding working relationship and your many contributions to the success of the team.

We welcome you to the **STEPS** family,

Yours truly,

Director



Technical Skills | Proficiency | Skills

STEPS



Ref: HR / 93 / 23-24

22/05/2024

Mr. M K. Mohit
566/2A, Chandra Avenue,
Kathirnaiken palayam, CRPF Road
Coimbatore- 641017.

=====
Sub: **Internship Offer Letter**

Dear **Mohit**,

We are pleased to offer you the position of **intern Engineer** in our organization. This appointment is subject to the following terms and conditions. Upon acceptance a formal agreement elaborating the Non-competing and Non-Disclosure terms and conditions have to be executed. This letter of employment and offer letter is strictly confidential between you and the company.

We look forward to have mutually rewarding working relationship and your many contributions to the success of the team.

We welcome you to the **STEPS** family,

Yours truly,

Director

STEPS KNOWLEDGE SERVICES PVT. LTD.

"ShriNivas" 26, 2nd Street, Kaathuri Nagar, Trichy Road, Ondipudur, Coimbatore - 641016

1. Stipend During Internship Period:

As Specified in the Annexure enclosed

2. DUTIES AND RESPONSIBILITIES:

You are required to perform the duties and responsibilities related to your position at any division, department or section in the Company or within the Group of Companies.

3. WORKING HOURS:

Monday to Saturday: 9:30 a.m. to 6:00 p.m. (You are required to put in 8 hours of working everyday). The Company reserves the right to change your working days and hours. The working hours mentioned is for the normal period however based on the need this could be changed.

5. ANNUAL LEAVE/HOLIDAYS:

You can avail 6 days of casual leave (1 day per month & for 6 months 6 days) in addition to 9 days of Gazette holidays observed by the Company

6. RULES, REGULATIONS & CONFIDENTIALITY

You shall at all times, devote your full attention and skill to the affairs of the Company and will endeavor to your utmost ability to promote and advance the interests of the Company.

Accordingly, you undertake that:

- a. You will under no circumstances make available your services to any undertaking, or have any interest directly or indirectly in any other undertaking or activity which might interfere with the proper performance of your duties without first obtaining the written permission of the Company;
- b. You will not at any time during the continuance or after the termination of your services with the Company irrespective of any reason for such termination, make use or disclose to any party either for your own benefit or for the benefit of any party (individual, firm, company, any trade or business), the affairs and confidential information of the Company or any of its related companies of which you have knowledge or become aware during the course of your service with the Company;
- c. You will obey and comply with all reasonable orders and instructions given to you by the Company or its authorized agents and observe all standing and other rules and/or regulations now in force or from time to time approved by the Company.

7. INTERNSHIP PERIOD:

Your internship period is from Jan 2024 to June 2024



8. NOTICE PERIOD:

Notice of resignation from the Internship will be one (1) month period in writing ("Notice Period") or one (1) month stipend in lieu of notice which is at the discretion of the management.

I have read and understood the terms and conditions stated in the appointment letter and hereby confirm my acceptance of the offer of appointment.

Signature: Mohit

Name: M K Mohit

Date: 22/01/2024

Date of Joining: 20/01/2024

Annexure A: STIPEND During Internship Period

Sl No	Particulars	Amount in INR	Remarks
1	Stipend per Month	6,000	Payable every month
2	Accumulated additional stipend at end of 6 months	36,000	Payable only if you complete entire 6 months, no pro-rate-based payments

Maximum Stipend per month considered: INR 12000, Subject to completing entire 6 months.

Note: Stipend is calculated based on 26 working days / month (5 days a week), However your eligible leave / holidays as mentioned in point#5 will be treated as paid leave / Holiday. Considering the above in case of lesser working days per month on account of excess leave availed by you then pro-rate stipend will be paid.



3rd JAN 2024
Bengaluru

Dear NITHINKUMAR G R,

Congratulations on joining MACH-IT Edutech Pvt. Ltd.

We are delighted and excited to welcome you as a **Business Development Intern**.

Designation: Business Development Intern.

Joining Date: 27th JAN 2024

At MACH-IT Edutech Pvt. Ltd. we believe that our team is our biggest strength and we take pride in hiring only the best and the brightest.

Your scope of responsibilities as the **Business Development Intern** will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time.

By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are required to substantially use all of your time and effort to perform these tasks during business hours, and such reasonable additional time as may be necessary.

During your internship, you are eligible for a stipend of **INR 18,000/- PM** only. You will be under **On the Job Training (OJT) for first 10 days** from your joining which will be unpaid. **The internship period will be for 6 months**. Once after the completion of your internship you will be converted into full time employee and designated as Business Development Associate where your annual compensation lies between **5.5 LPA to 7.5 LPA** which will be given based on your performance.

During the Internship period, the company reserves the rights to terminate your services effective immediately, for unethical or illegal actions, performance or productivity issues, or any other issues therein. If you seek to resign during the Internship period, you are required to serve 15 days' mandatory notice period.

☎ 72148 15554

✉ infohr@machit.in

📍 Bangalore

🌐 www.machit.in

All information you come across within the purview of your work is strictly confidential. You may not disclose the same to anyone outside the company, or use it for your own purpose. By accepting this offer, you agree that throughout your work, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, supersedes and replaces any prior statements or discussions.

Official communication either within the company or outside the company should be through the company email, via your manager only. To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter within **2 working days from the receipt of this mail.**

The offer shall stand automatically withdrawn without further action on the part of Mach IT, if we do not receive your acceptance as per the mentioned timeline.

Also, during your date of joining we would request you to carry the hard copies of the documents which is mentioned at the last page of the offer letter.

Working Hours: 9 Hours a day (Inc. Lunch break).

Job Type: Full Time.

Salary: Rs. 18000/Month

Inter-ship Target: 1,50,000PM.

Acceptance of the Candidate

I have read and understood the above-mentioned terms and conditions as set forth by Mach IT Edutech Pvt Ltd. I accept the same terms and conditions of employment and will be reporting on the joining date.

SIGNATURE: 

DATE: 04/01/2024

With regards

Pradeep R

Human Resource Manager

MACH-IT Edutech Pvt. Ltd.

Documents Required

To make the on-boarding process smooth. Kindly bring one copy of the below mentioned documents on the date of Joining.

- PAN Card Copy.
- Aadhar Card Copy.
- Permanent Address Proof.
- Current Address Proof.
- Mark sheet and pass certificate/degree of the highest qualification.
- Last company's Offer Letter/Appointment Letter copy (If applicable).
- Experience Letter/ Relieving Letter/Resignation Acceptance through official email (clearly stating that resignation is accepted, and you are relieved (If applicable)).
- Last three month's Salary Slip from previous employer (If applicable).
- Cancelled Cheque Copy (Bank Account Details).
- 3 photographs.

Thanks
Team Mach-IT

30th Dec 2023
Bengaluru

Dear PRIYARANJAN U S,

Congratulations on joining MACH-IT Edutech Pvt. Ltd.

We are delighted and excited to welcome you as a **Business Development Intern**.

Designation: Business Development Intern.

Joining Date: 22nd Jan 2024.

At **MACH-IT Edutech Pvt. Ltd.** we believe that our team is our biggest strength and we take pride in hiring only the best and the brightest.

Your scope of responsibilities as the **Business Development Intern** will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time.

By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are required to substantially use all of your time and effort to perform these tasks during business hours, and such reasonable additional time as may be necessary.

During your internship, you are eligible for a stipend of **INR 18,000/- PM** only. You will be under **On the Job Training (OJT) for first 10 days** from your joining which will be unpaid. The **internship period will be for 6 months**. Once after the completion of your internship you will be converted into full time employee and designated as Business Development Associate where your annual compensation lies between **5.5 LPA to 7.5 LPA** which will be given based on your performance.

During the Internship period, the company reserves the rights to terminate your services effective immediately, for unethical or illegal actions, performance or productivity issues, or any other issues therein. If you seek to resign during the Internship period, you are required to serve 15 days' mandatory notice period.



All information you come across within the purview of your work is strictly confidential. You may not disclose the same to anyone outside the Company, or use it for your own purpose. By accepting this offer, you agree that throughout your work, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, supersedes and replaces any prior statements or discussions.

Official communication either within the company or outside the company should be through the company email, via your manager only. To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter within **2 working days from the receipt of this mail.**

The offer shall stand automatically withdrawn without further action on the part of Mach IT, if we do not receive your acceptance as per the mentioned timeline.

Also, during your date of joining we would request you to carry the hard copies of the documents which is mentioned at the last page of the offer letter.

Working Hours: 9 Hours a day (Inc. Lunch break).

Job Type: FullTime

Salary: Rs.18000 Month

Internship Target: 1,50,000PM.

Acceptance of the Candidate

I have read and understood the above-mentioned terms and conditions as set forth by Mach IT Edutech Pvt Ltd. I accept the same terms and conditions of employment and will be reporting on the joining date.

SIGNATURE:

DATE:

With regards

Pradeep R

Human Resource Manager

MACH-IT Edutech Pvt. Ltd.

Documents Required

To make the on-boarding process smooth. Kindly bring one copy of the below motioned documents on the date of Joining.

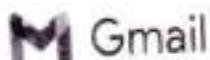
- PAN Card Copy.
- Aadhar Card Copy.
- Permanent Address Proof.
- Current Address Proof.
- Mark sheet and pass certificate/degree of the highest qualification.
- Last company's Offer Letter/Appointment Letter copy (If applicable).
- Experience Letter/ Relieving Letter/Resignation Acceptance through official email (clearly stating that resignation is accepted, and you are relieved (If applicable).
- Last three month's Salary Slip from previous employer (If applicable).
- Cancelled Cheque Copy (Bank Account Details).
- 3 photographs.

Thanks

Team Mach-IT

11/27/23, 12:42 PM

Gmail - Schneider Electric | Intern Onboarding Details



Sanmathi Balakrishnan <sanmathibalakrishnan@gmail.com>

Schneider Electric | Intern Onboarding Details

1 message

Wed, Nov 22, 2023 at 5:15 PM

Harshita Singh <harshita.singh1@non.se.com>
To: "sanmathibalakrishnan@gmail.com" <sanmathibalakrishnan@gmail.com>

Dear Sanmathi B

Greetings from Schneider Electric!!!

Hope you are all set for the onboarding process, below are the details for your reference.

Office Address - Schneider Electric, Bearys Global Research Triangle, Sy No 63/3B, Gorvigere Village, Bidarahalli, Hobli, Whitefield Ashram Road, Bangalore 560067

Hiring Manager: Avinash Ramnath

HRBP: Sulinga Kaul

Reporting Date (MM/DD/YY): 1/15/2024

This would be a physical internship and request you to kindly report at the above location, please plan your travel and accommodation accordingly. The location has been decided viz business after multiple discussions hence kindly refrain from putting any location change request.

We would share one more mailer with you with your Employee Id, and SPOC contact details one day before your joining date.

We have set up a call on 23rd, November at 5:00 PM to assist you in offer acceptance and documentation process for your successful onboarding process. Please join this call without fail as we would be releasing your offer letter in this call and would help you to understand the portal for offer acceptance.

This is an exclusive invite for you, kindly do not share it with anyone

[Click here to join the meeting](#)

Thanks & Regards,
Harshita Singh

11 JAN 2024
Bengaluru

Dear SARAVANA PRASATH S,

Congratulations on joining MACH-IT Edutech Pvt. Ltd.

We are delighted and excited to welcome you as a **Business Development Intern**.

Designation: Business Development Intern.

Joining Date: 22nd Jan 2024.

At **MACH-IT Edutech Pvt. Ltd.**, we believe that our team is our biggest strength and we take pride in hiring only the best and the brightest.

Your scope of responsibilities as the **Business Development Intern** will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time.

By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are required to substantially use all of your time and effort to perform these tasks during business hours, and such reasonable additional time as may be necessary.

During your internship, you are eligible for a stipend of **INR 18,000/- PM** only. You will be under **On the Job Training (OJT) for first 10 days** from your joining which will be unpaid. The **internship period will be for 6 months**. Once after the completion of your internship you will be converted into full time employee and designated as Business Development Associate where your annual compensation lies between **5.5 LPA to 7.5 LPA** which will be given based on your performance.

During the Internship period, the company reserves the rights to terminate your services effective immediately, for unethical or illegal actions, performance or productivity issues, or any other issues therein. If you seek to resign during the Internship period, you are required to serve 15 days' mandatory notice period.

All information you come across within the purview of your work is strictly confidential. You may not disclose the same to anyone outside the Company, or use it for your own purpose. By accepting this offer, you agree that throughout your work, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you, supersedes and replaces any prior statements or discussions.

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The offer shall stand automatically withdrawn without further action on the part of Mach IT, if we do not receive your acceptance as per the mentioned timeline.

Also, during your date of joining we would request you to carry the hard copies of the documents which is mentioned at the last page of the offer letter.

Working Hours: 9 Hours a day (Inc. Lunch break).

Job Type: Full Time.

Salary: Rs.18000/Month

Internship Target: 1.50,000PM.

Acceptance of the Candidate

I have read and understood the above-mentioned terms and conditions as set forth by Mach IT Edutech Pvt Ltd. I accept the same terms and conditions of employment and will be reporting on the joining date.

SIGNATURE:

DATE:

With regards

Pradeep R

Human Resource Manager

MACH-IT Edutech Pvt. Ltd.

Documents Required

To make the on-boarding process smooth, kindly bring one copy of the below mentioned documents on the date of Joining.

- PAN Card Copy.
- Aadhar Card Copy.
- Permanent Address Proof.
- Current Address Proof.
- Mark sheet and pass certificate/degree of the highest qualification.
- Last company's Offer Letter/Appointment Letter copy (If applicable).
- Experience Letter/ Relieving Letter/Resignation Acceptance through official email (clearly stating that resignation is accepted, and you are relieved (If applicable).
- Last three month's Salary Slip from previous employer (If applicable).
- Cancelled Cheque Copy (Bank Account Details).
- 3 photographs.

Thanks
Team Mach-IT

17 Aug 2023

To,

Shri Ram Karthic V
Coimbatore Institute of Technology
Avinashi Rd, Civil Aerodrome Post
Peelamedu, Coimbatore
Tamil Nadu - 641014

Sub: Offer of Internship

We would like to congratulate you on being selected for the Internship with Soliton Technologies Private Limited. All of us at Soliton are excited that you will be joining our team!

Your internship will primarily be on learning, developing new skills and contributing to projects.

Your internship shall be subject to the following terms and conditions:

Position Title : Intern
Start Date : 01 Dec 2023
End Date : 31 May 2024
Base Location : Soliton Technologies Pvt. Ltd
#305, 3rd Floor, Tidel Park
Vilankurichi Rd, Aerodrome Post
Coimbatore -641014

Jan 2nd 2024

Conditions of the Agreement:

- The stipend applicable during the internship period is Rs.25,000/- per month.
- The total number of working hours shall be 9 hours per day inclusive of lunch break for 1 hour, from Monday to Friday.
- Saturdays are optional working days for you to complete any pending tasks for the week.
- You will be eligible for holidays on Sundays and on all declared company holidays.
- You will receive direct and close supervision by appropriate supervisors.
- As an intern, you will not receive any of the regular employee benefits that includes, but not limited to health insurance, educational allowance, paid leaves, or social security benefits.
- An Internship completion letter will be issued on successful completion of internship. In the event of termination prior to the end date, the completion letter may not be provided.

The Intern agrees to and acknowledges the following:

- Company may at any time at its sole discretion, terminate the internship without notice or cause if you are unable to reach the expected level of performance during the internship training/tasks or if there is any misalignment in the cultural/behavioural aspects.
- You will maintain a regular internship schedule determined by the supervisor.

- You will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
- You will adhere to the workplace policy provisions of Soliton Technologies and comply with Soliton business practices and procedures.
- You will furnish your supervisor with all necessary information pertaining to your assignments and reports.
- Under no circumstances will the Intern leave the internship without first conferring with Intern's supervisor.
- The intern will keep the supervisor informed on any planned leaves due to personal or college work in prior.
- Transportation to and from the internship location is your responsibility.

Intellectual Property and confidential information:

During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

Please indicate your acceptance of the Internship by signing this letter and return a copy to HR department.

Yours Sincerely

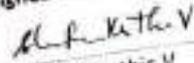


Anu Antony
Manager – People Team

ACCEPTANCE:

I, Shri Ram Karthic V, hereby acknowledge that the above-mentioned Internship Program, is a learning experience to enhance my continuing education.

Signed & accepted by:


Shri Ram Karthic V

Date: 22 - 05 - 2023

REF: AKAM/CON/CONSULTANT/HR/2023
Shubhashree M

17th Jan 2024

11/5 -114 C Mel
Velalar Street ,
mecheri Salem ,
Tamil Nadu -

636453
Dear **Shubhashree,**

With reference to our recent discussions, we are pleased to offer you an opportunity to work with Akamai Technologies India Pvt. Ltd ("Company") as a Spring Intern, under following terms and conditions:

1. You will start providing your services to the Company from **24th Jan 2024**.
The Company may require you to provide services to various location/s, department, establishment, or branch, or any subsidiary, associate, or affiliate of the Company, and in such capacity as the Company may from time to time determine.
2. The term of this internship arrangement will be **6 months** ("Term") from the date mentioned in paragraph # 1 above unless terminated prior to the end of the Term.
3. For the services rendered during the Term, you will receive a consolidated all-inclusive stipend **35,000 Thirty five thousand only** per month, subject to tax to be deducted at source by the Company.
4. Your internship fee is purely a matter between yourself and the Company and has been arrived at on the basis of your specific background, professional merit and the services that you will be providing to the Company. We expect you to maintain this information as personal and strictly confidential.
5. As an intern, you are expected to work required number of hours/shift as scheduled by your Supervisor including night shift.
6. You will be required to produce satisfactory proof pertaining to your educational qualifications and work experience to the HR Department.
7. The Company prides itself on maintaining the highest order of ethical conduct in its dealings with customers, suppliers, agents, and governments. As part of your internship arrangement with the Company, it is important that you fully understand this philosophy and the Company's policies as may be applicable to you.
8. If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services may be terminated at the Company's sole option.

9. You shall devote yourself to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your internship services with the Company.
10. If you devise any methods of improving processes, formulae, or systems in relation to the operation of the Company, you will fully communicate such developments to the Company and they will be and remain the sole right/property of the Company. Upon acceptance of our offer, you will be required to execute a Non Disclosure Agreement with the Company.
11. You will not, at any time, disclose Company confidential information to anyone without written approval from the Company. You will sign Confidentiality and Non Disclosure Agreement prescribed by the Company, which elaborates and perfects this requirement.
12. During the Term (including any extensions), your services may be terminated for any reason by you or by the Company by giving the other not less than Seven (7) days' written notice or compensation in lieu thereof. The Company also reserves the right to terminate the engagement under this letter with immediate effect and with or without any prior notice in situations of breach of agreement or policies, or insubordination of duties, or misconduct, on your part.
13. You hereby agree and undertake that during the Term and for a period of six months thereafter, you shall not, directly or indirectly, solicit employment of any of the Company's existing employees or any person who was employed by the Company within six months prior to such solicitation to terminate his or her contract or relationship with Company nor shall you contact any of the existing or prospective clients or customers of the Company.
14. This internship arrangement letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings. Subject to arbitration, you hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Bangalore and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.
15. All disputes between the parties under this internship arrangement will be referred to arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996. All hearings shall be held in Bangalore and the language of the arbitration shall be in English.
16. It is hereby clarified that your relationship with the Company will be purely that of an intern wherein the Company will be paying a stipend for the services rendered by you. The Company is neither liable nor obligated for any employment-related payments on your behalf.

Please communicate your acceptance of this letter by placing your signature and date and returning the duplicate copy to the undersigned. Please note that the offer is valid for a period of 7 days from the date of this letter. The offer shall lapse automatically unless you confirm your acceptance of it within such time.

For **Akamai Technologies India Pvt. Ltd.**



Shiva Sundar
Director- Human Resources

INTERNSHIP'S ACCEPTANCE

I have read and understood the above terms and conditions of my internship services at Akamai Technologies India Pvt. Ltd. I promise to abide by the above terms and conditions of my internship services fully and without reservation. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Intern: Shubhashree M
Name

Digitally signed by
M Shubhashree
DN: cn=M Shubhashree

Date:

January 17, 2024 | 08:21 PM

Signature

Confidential Nokia Solutions and Networks Offer Letter : 2300000351 Sujitha E

age

Global Talent Acquisition Team <Ourtalent.Recruting@people.nokia.com>
to: Ourtalent.Recruting@people.nokia.com
sujithaeswarasamy@gmail.com
ENKATARAMAN.KANNAN@nokia.com, THOMAS.DOMINIC_R@nokia.com

Thu, Oct 5, 2023 at 12:32 PM

Dear Sujitha E,

We are pleased to offer you an appointment with "Nokia Solutions and Networks Private Limited" (NSN)

Please find attached the following documents along with this email:

- Internship letter
- Annexure 1 with the Stipend breakup
- Annexure 2 with details of the flexible benefit planer and guidelines

You are requested to share an acceptance on mail and forward a signed copy of the appointment letter within 24-48 hours of receiving this mail.

Our onboarding team shall connect with you to initiate your joining formalities. You will receive a separate email with a link, username and password within 3 to 4 working days which will enable you to start the joining formalities and documentation. We recommend you to engage with our onboarding team closely and complete the documentation on-time for a smooth joining experience.

Your appointment in NSN is subject to successful closure of background verification which will be facilitated by our third-party vendor.

A detailed appointment contract would be sent to you few days prior to your joining.

You will receive a Joining Invite via separate email 24 to 48 hours prior to your Date of Joining.

For any further queries, please do reach out to your respective recruiter at THOMAS.DOMINIC_R@NOKIA.COM

Best Regards,

People Service Talent Attraction Team, CPO



October 5, 2023

Dear Sujitha E,

Welcome to the Team!

We are delighted to extend to you an offer for appointment at Nokia Solutions Networks India. Where you will be connected to global technology leader at the heart of connected world. A truly global company, we are 130 nationalities working in more than 100 countries.

At Nokia, we create technology that helps the world act together. As a trusted partner for critical networks, we are committed to innovation and technology leadership across mobile, fixed and cloud networks. We create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. Adhering to the highest standards of integrity and security, we help build the capabilities needed for a more productive, sustainable and inclusive world.

Nokia is enabling the infrastructure for 5G and the Internet of Things to transform the human experience. Powered by the research and innovation of Nokia Bell Labs, we serve communications service providers, governments, large enterprises and consumers, with the industry's most complete, end-to-end portfolio of products, services and licensing.

Our focus is, and has always been, on people. We create technology that helps people thrive. It is through our people and culture that we shape technology to serve human needs. Our pursuit of performance with integrity and sustainability, a culture that stems from our Finnish roots, is key to why our customers and partners choose to work with us.

Please take a moment to carefully review the attached details of this offer of appointment. Should you have any questions regarding this offer, you may please contact the Talent Attraction Partner. On accepting this offer of appointment, you will receive a detailed appointment contract, on your date of joining which is not later than **December 4, 2023**.

We look forward to welcoming you on board and hope you will join us to be part of something great at Nokia Solutions and Networks.

Yours sincerely,

Head of Talent Attraction Asia and MEA

NOKIA

Offer Details	
RR No.	
Candidate Name	2300000351
	Sujitha E
Primary Work Location	Old Mahabalipuram Road, Kandanchavady 141, TVH Agnito Park, Chennai, 600096
Job Grade	
Job Title	5
Hiring Manager	Student Intern
Date of Joining	VENKATARAMAN Kannan
Contract End date	December 4, 2023
	July 31, 2024

Compensation Elements	Per Month	Per Annum
Annual Base Pay	INR 25,000.00	INR na
Incentive Plan*		INR na
Total Target Cash**		INR 300000

*Eligible to participate, and subject to the plan rules, eligibility conditions and any performance criteria in place from time to time. The amount given is for illustrative purpose only

**This is for illustrative purposes only and is subject to the precise incentive plan payments, as set out above.

This offer and your continued appointment are conditional upon you satisfactorily passing Nokia's standard pre-appointment checks, work visa and screening process, which may be performed by a third party, including the following:

- Satisfactory references being obtained which may include contact with your previous employers. (We shall not contact your current employer without your permission)
- Receipt of a certificate of service from your current/most recent employer
- Verification of your academic qualifications.
- Clearing pre-appointment medical check-up and/or security checks you may be required to undertake
- Issuance of appropriate visa and residence permits by the relevant government authorities.

(together the "Pre-appointment Checks")

NOKIA

This offer and/or any appointment contract issued to you may be retracted or withdrawn at any time by Nokia if any of the Pre-appointment Checks prove to be unsatisfactory or any of the conditions are not satisfied and Nokia reserves the right to terminate your appointment immediately on this basis if you have already commenced appointment.

By signing this offer of appointment, you agree to provide Nokia with such personal information which is necessary to enable the company to undertake to the Pre-appointment Checks and agree that the company can pass such information to any third-party undertaking checks on behalf of Nokia

You agree to use your best endeavors to provide accurate information and to keep the Company informed of any changes to your personal data.

This offer and/or any appointment contract issued to you may be retracted or withdrawn at any time by Nokia if in the company's reasonable opinion your conduct contravenes our Nokia "Essentials", code of conduct and/ or India Labor Law or brings Nokia or yourself into disrepute

This offer is valid for one week from the date of issuance only and in case you do not accept within the stipulated time then the offer is not valid and will be deemed to have been withdrawn

The terms of this offer of appointment are confidential and you should not disclose them to any third party except to your immediate family in strict confidence.

I, **Sujitha E** hereby accept this offer:

Signature: _____

Sujitha E

Date & Place: _____

29/11/2023

Coimbatore

1st JAN 2024
Bangalore

Dear VARSHA R,

Congratulations on joining MACH-IT Edutech Pvt. Ltd.

We are delighted and excited to welcome you as a **Business Development Intern**.

Designation: Business Development Intern.

Joining Date: 22nd Jan 2024.

At MACH-IT Edutech Pvt. Ltd. we believe that our team is our biggest strength and we take pride in hiring only the best and the brightest.

Your scope of responsibilities as the **Business Development Intern** will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time.

By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are required to substantially use all of your time and effort to perform these tasks during business hours, and such reasonable additional time as may be necessary.

During your internship, you are eligible for a stipend of **INR 18,000/- PM** only. You will be under **On the Job Training (OJT) for first 10 days** from your joining which will be unpaid. **The internship period will be for 6 months.** Once after the completion of your internship you will be converted into full time employee and designated as Business Development Associate where your annual compensation lies between **5.5 LPA to 7.5 LPA** which will be given based on your performance.

During the Internship period, the company reserves the rights to terminate your services effective immediately, for unethical or illegal actions, performance or productivity issues, or any other issues therein. If you seek to resign during the Internship period, you are required to serve 15 days' mandatory notice period.

Pooja



Official communication either within the company or outside the company should be through the company email, via your manager only. To indicate your acceptance, please mail the signed and scanned soft copy of the offer letter within **2 working days** from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of Mach IT, if we do not receive your acceptance as per the mentioned timeline.

Also, during your date of joining we would request you to carry the hard copies of the documents which is mentioned at the last page of the offer letter.

Working Hours: 9 Hours a day (Inc. Lunch break).

Job Type: Full Time.

Salary: Rs. 18000/Month

Internship Target: 1,50,000PM.

Acceptance of the Candidate

I have read and understood the above-mentioned terms and conditions as set forth by Mach IT Edutech Pvt Ltd. I accept the same terms and conditions of employment and will be reporting on the joining date.

SIGNATURE: *[Signature]*

DATE: 04-01-2024

With regards

Pradeep R

Human Resource Manager

MACH-IT Edutech Pvt. Ltd.



SOLITON TECHNOLOGIES PVT LTD- PLACEMENT DRIVE - Reg.

1 message

CIT PLACEMENT CELL <citplacementcell2024@gmail.com> Thu, 23 Nov 2023 at 12:24 am
To: harini20092002@gmail.com, Vishnu Govindaraj <vishnugovindaraj1234@gmail.com>, Shri Ram Karthic V <shriramkarthic@gmail.com>, Varshini Senthilkumar <varshinisenthilkumar7423@gmail.com>, Shree pragatheesh G <ironpatriotpragatheesh15@gmail.com>, abdullaibak411@gmail.com, adhavanrajendran15@gmail.com, sekepharhenie@gmail.com, ahalya495@gmail.com
Cc: Col Jacob G Podipara (Retd) <deputyplacementofficer@cit.edu.in>, CIT DPO <deputypo@cit.edu.in>, Dr Muthu Subramanian P <assistantplacementofficer@cit.edu.in>, Dr.Radha M <assistantplacementofficer1@cit.edu.in>, DR.A. SARAVANAN <computing_placement@cit.edu.in>, cit-faculty-coordinators-2024@googlegroups.com

Dear Students,

The following students have been selected for internship at **Soliton**, and their first day of **work is scheduled for 2nd Jan '24 (Tuesday)**. They are requested to report to Nischitha. G for orientation.

S.No	Reg No	Full Name	MailID	Dept
1	2004010	HARINI M S	harini20092002@gmail.com	ECE
2	2004100	VISHNU P G	vishnugovindaraj1234@gmail.com	ECE
3	2004033	SHRI RAM KARTHIC V	shriramkarthic@gmail.com	ECE
4	2004043	VARSHINI S	varshinisenthilkumar7423@gmail.com	ECE
5	2004032	SHREE PRAGATHEESH G	ironpatriotpragatheesh15@gmail.com	ECE
6	2004053	ABDULLA IBAK M	abdullaibak411@gmail.com	ECE
7	2004054	ADHAVAN.R	adhavanrajendran15@gmail.com	ECE
8	2003067	KEPHA RHENIE SE	sekepharhenie@gmail.com	EEE

11-Dec-2023



SONA COMSTAR

To
Mr. VIJAY KUMAR S
vijayss1008@gmail.com

Dear Vijay Kumar S,

We are pleased to offer you the position of **GET (Graduate Engineer Trainee)** in our Company

Please find enclosed Annexure 1 detailing the remuneration payable to you. The position and the remuneration offered to you have been fixed based on our assessment of your relevant skills. After joining us, you will be issued a letter of appointment setting out in detail the terms and conditions of employment.

You need to report for joining at our office as an Intern, located at **Keelakaranai Village, Malrosapuram, Chengalpattu 603 204 in January 2024**. Exact date of joining will be intimated on or before last week of December 2023.

You will be taken on our rolls automatically as GET after successful completion of your Degree without any arrear in the semester(s) that you appear after your interview date. If in case you get any arrear in the above-mentioned semesters, we will not be able to confirm your employment.

Please forward to us a signed copy of this Offer letter, as a token of acceptance, on or before **14-Dec-2023**

We look forward to you having a rewarding career with SONA BLW.

Accepted and Agreed. I will join as Intern in Jan 2024.

Sincerely

Signature

Name

VIJAY KUMAR S

Date

06/02/2024

Ramesh V
Head - Human Resources

On the date of your joining, kindly bring the following documents.

1. 5 passport size photographs (no older than 6 months).
2. The original and a copy of each of the following documents:
 - Proof of Age. (Birth Certificate or School Leaving Certificate)
 - PAN Card.
 - Aadhar Card
 - Cancelled Cheque Leaf
 - Relieving Letters from your present & all previous employers (if any).
 - Educational Certificates (Mark sheets & Degree certificates for all completed courses as declared in the application)

Kindly return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out here in.

Important Note: This offer is valid subject to your clearance on medical fitness conducted by authorized vendor partners designated by Sona BLW.



Ramesh V

Head - Human Resources



SONA COMSTAR

ANNEXURE 1 - Salary Details

Salary Components	Amount in Rs. (per annum)
Basic	190000
FBA	217051
Guaranteed Cash	407051
RB (PF + Gratuity)	31939
Statutory Bonus	36010
CTC	475000

Year on Year Compensation increase

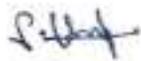
	Jul 2024**	Jul 2025	Oct 2026
Joining Package	Rs.475000		
1 st Salary Revision		Rs.550000	
2 nd Salary Revision			Rs. 625000

** You will be taken into rolls in the subsequent month after successful completion of your degree

* From Oct 2027 onwards you will be part of regular Performance appraisal process


Ramesh V

Head - Human Resources


(Signature of the Employee)

Name: Vijay Kumar S



SONA COMSTAR

Letter of Authorization

I hereby authorize/given my consent to Sona BLW and/or its vendors to conduct any Background or Reference check on my employment, education, address & criminal background or any other relevant pre-employment checks in any jurisdiction across globe so that the hiring decision may be evaluated at any point of time and also hereby authorize/given my consent to Sona BLW and/or its vendors to conduct any medical test as part of my pre - joining process. The report there in can be analyzed by Sona BLW HR/Inhouse medical team for any official purpose.

I hereby agree that during the course of the reference checks and background verifications my previous employers and universities may be contacted and these checks are done on behalf of Sona BLW I hereby also agree that in areas/regions where the authorized vendor partner is not available I will take all relevant medical test as stated by Sona BLW and submit the report before or on the date of my joining the organization

In the event that Sona BLW being unable to verify any information, it is my responsibility to furnish the necessary additional Information/documentation

I hereby confirm and agree that any submission of false or misleading information will entitle Sona Bl W to take appropriate action on my employment including termination

- SIGNATURE *Vijay Kumar S*
- NAME (IN BLOCK LETTERS) VIJAY KUMARS
- DATE 06 / 02 / 2024



Joining date and HR Connect

Sharath K - HR <ksharat@sonacomstar.com>

Tue, 6 Feb, 2024 at 9:32 am

Dear Candidate,

We are delighted to inform you that we are looking forward for your joining in our Organization.

You can report for the joining as an "Intern" in our Organization at the below mentioned address of our Factory on 21st February (Wednesday)

Kindly bring all the documents (Original and one set of photocopy) mentioned in your Offer Letter without fail.

You will be under induction training till 7th March in our Factory and then you will be deployed in respective department and location for further work / projects assigned to you.

We are planning to organize accommodation for students who are outside of Chennai from 20th Feb to 26th Feb in Maraimalai Nagar on double/triple sharing basis based on the availability of rooms.

Our Factory Address:

Sona BLW Precision Forgings Limited,
Keelakaranai Village, Malrosapuram Post,
Maraimalai Nagar, Chengalpattu-603204

Google map of our Factory :

<https://goo.gl/maps/r09H1ZD580PHYT4wvJ6>

HR Connect :

We are organizing a meeting from 2 to 2:30 pm on 8th Feb (Thursday) through MS Teams. We will send the link in a separate mail. Request you to attend without fail so that you can get all the desired information. You can let us know whether you require accommodation or not in that meeting.

Thanks and Regards

Sharath K

Manager - HR L&D & OD

M +91 9840894778

VS/ HR / 04 / 2023

29/12/2023

To,
Mr. Yuvamithun M
Coimbatore, Tamil Nadu.

OFFER LETTER

Dear Mr. Yuvamithun M,

We refer your final interview, and we are pleased to appoint you in our organization under apprenticeship as "Graduate Engineer Trainee – Research and Development", with terms and conditions and the salary benefits as discussed and follows.

The all-inclusive stipend is **Rs. 5,00,000/- Lakhs per annum.**

You are requested to submit the following documents and personal records, whichever is applicable for our verification along with signed duplicate copy of this letter.

Certified true copies of

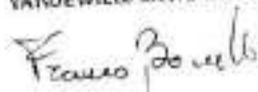
- Certificate(s) of Education, Date of Birth proof and Aadhaar card copy
- Work experience certificates
- Passport copy and Name with address of 2 references.
- Passport size photos – Three nos.

You are being expected to join on or before **1st June 2024**, further then the offer will remain invalid.

Kindly acknowledge the receipt of this letter as the acceptance and return us the photocopy duly mentioning the exact date of joining.

Thanking you,

Yours faithfully,

VANDEWIELE-SAVIO INDIA PRIVATE LIMITED.,

Dr. FRANCO BONELLO
MANAGING DIRECTOR

NOKIA

September 28, 2023

Ar Athiharikishore Athisirajanrajan,

Congratulations!

We are delighted to extend to you an offer for appointment at Nokia Solutions Networks India. Where you will be connected to global technology leader at the heart of connected world. A truly global company, we have 130 nationalities working in more than 100 countries.

At Nokia, we create technology that helps the world act together. As a trusted partner for critical networks, we are committed to innovation and technology leadership across mobile, fixed and cloud networks. We create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. Adhering to the highest standards of integrity and security, we help build the capabilities needed for a more productive, sustainable and inclusive world.

Nokia is enabling the infrastructure for 5G and the Internet of Things to transform the human experience. Powered by the research and innovation of Nokia Bell Labs, we serve communications service providers, governments, large enterprises and consumers, with the industry's most complete, end-to-end portfolio of products, services and licensing.

Our focus is, and has always been, on people. We create technology that helps people thrive. It is through our people and culture that we shape technology to serve human needs. Our pursuit of performance with integrity and sustainability a culture that stems from our Finnish roots is key to why our customers and partners choose to work with us.

Please take a moment to carefully review the attached details of this offer of appointment. Should you have any questions regarding this offer, you may please contact the Talent Attraction Partner. On accepting this offer of appointment, you will receive a detailed appointment contract, on your date of joining which is not later than **December 4, 2023**.

We look forward to welcoming you on board and hope you will join us to be part of something great at Nokia Solutions and Networks.

Yours sincerely,



Head of Talent Attraction Asia and MEA

NOKIA

Offer Details	
Offer No.	230000046Y
Candidate Name	Athihankishore Athisirajanrajan
Primary Work Location	Bangalore Manyata L5 L5 Building Manyata Embassy Business Park Nagawara, Hebbal Ring Road 560045
Job Grade	5
Job Title	Student Trainee
Hiring Manager	Bharathi Raju
Date of Joining	December 4, 2023
Contract End date	July 31, 2024

Compensation Elements	Per Month	Per Annum
Annual Base Pay	INR 25,000.00	INR n/a
Incentive Plan*		INR n/a
Total Target Cash**		INR 300000

*Eligible to participate, and subject to the plan rules, eligibility conditions and any performance criteria in place from time to time. The amount given is for illustrative purpose only. (not applicable for student trainees)

**This is for illustrative purposes only and is subject to the precise incentive plan payments, as set out above. (not applicable for student trainees)

This offer and your continued appointment are conditional upon you satisfactorily passing Nokia's standard pre-employment checks, work visa and screening process, which may be performed by a third party, including the following:

- Satisfactory references being obtained which may include contact with your previous employers. (We shall not contact your current employer without your permission;
- Receipt of a certificate of service from your current/most recent employer.
- Verification of your academic qualifications.
- Clearing pre-employment medical check-up and/or security checks you may be required to undertake.
- Issuance of appropriate visa and residence permits by the relevant government authorities.

(together the "pre-employment Checks")

NOKIA

This offer and/or any appointment contract issued to you may be retracted or withdrawn at any time by Nokia if any of the pre-employment Checks prove to be unsatisfactory or any of the conditions are not satisfied and Nokia reserves the right to terminate your appointment immediately on this basis if you have already commenced appointment.

By signing this offer of appointment, you agree to provide Nokia with such personal information which is necessary to enable the company to undertake to the pre-employment Checks and agree that the company can pass such information to any third-party undertaking checks on behalf of Nokia.

You agree to use your best endeavors to provide accurate information and to keep the Company informed of any changes to your personal data.

This offer and/or any appointment contract issued to you may be retracted or withdrawn at any time by Nokia if in the company's reasonable opinion your conduct contravenes our Nokia "Essentials", code of conduct and/ or India Labor Law or brings Nokia or yourself into disrepute

This offer is valid for one week from the date of issuance only and in case you do not accept within the stipulated time then the offer is not valid and will be deemed to have been withdrawn.

The terms of this offer of appointment are confidential and you should not disclose them to any third party except to your immediate family in strict confidence.

I, **Athiharikishore Athisrirajanrajan** hereby accept this offer:

Signature: _____

Date & Place: _____

AC AASHICA

H 6 F Poonambalam
Colony Kalaignar
Karunanidhi nagar
Chennai , Tamil
Naidu - 600078
Dear Aashica,

With reference to our recent discussions, we are pleased to offer you an opportunity to work with Akamai Technologies India Pvt. Ltd ("Company") as a Spring Intern, under following terms and conditions:

1. You will start providing your services to the Company from **24th Jan 2024**.
The Company may require you to provide services to various location/s, department, establishment, or branch, or any subsidiary, associate, or affiliate of the Company, and in such capacity as the Company may from time to time determine.
2. The term of this internship arrangement will be **6 months** ("Term") from the date mentioned in paragraph # 1 above unless terminated prior to the end of the Term.
3. For the services rendered during the Term, you will receive a consolidated all-inclusive stipend **35,000 Thirty five thousand only** per month, subject to tax to be deducted at source by the Company.
4. Your internship fee is purely a matter between yourself and the Company and has been arrived at on the basis of your specific background, professional merit and the services that you will be providing to the Company. We expect you to maintain this information as personal and strictly confidential.
5. As an intern, you are expected to work required number of hours/shift as scheduled by your Supervisor including night shift.
6. You will be required to produce satisfactory proof pertaining to your educational qualifications and work experience to the HR Department.
7. The Company prides itself on maintaining the highest order of ethical conduct in its dealings with customers, suppliers, agents, and governments. As part of your internship arrangement with the Company, it is important that you fully understand this philosophy and the Company's policies as may be applicable to you.
8. If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services may be terminated at the Company's sole option.

9. You shall devote yourself to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your internship services with the Company.
10. If you devise any methods of improving processes, formulae, or systems in relation to the operation of the Company, you will fully communicate such developments to the Company and they will be and remain the sole right/property of the Company. Upon acceptance of our offer, you will be required to execute a Non Disclosure Agreement with the Company.
11. You will not, at any time, disclose Company confidential information to anyone without written approval from the Company. You will sign Confidentiality and Non Disclosure Agreement prescribed by the Company, which elaborates and perfects this requirement.
12. During the Term (including any extensions), your services may be terminated for any reason by you or by the Company by giving the other not less than Seven (7) days' written notice or compensation in lieu thereof. The Company also reserves the right to terminate the engagement under this letter with immediate effect and with or without any prior notice in situations of breach of agreement or policies, or insubordination of duties, or misconduct, on your part.
13. You hereby agree and undertake that during the Term and for a period of six months thereafter, you shall not, directly or indirectly, solicit employment of any of the Company's existing employees or any person who was employed by the Company within six months prior to such solicitation to terminate his or her contract or relationship with Company nor shall you contact any of the existing or prospective clients or customers of the Company.
14. This internship arrangement letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings. Subject to arbitration, you hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Bangalore and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.
15. All disputes between the parties under this internship arrangement will be referred to arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996. All hearings shall be held in Bangalore and the language of the arbitration shall be in English.
16. It is hereby clarified that your relationship with the Company will be purely that of an intern wherein the Company will be paying a stipend for the services rendered by you. The Company is neither liable nor obligated for any employment-related payments on your behalf.

Please communicate your acceptance of this letter by placing your signature with date and returning the duplicate copy to the undersigned. Please note that our offer is valid for a period of 2 days from the date of this letter. The offer shall lapse automatically unless you confirm your acceptance of it within such time.

For Akamai Technologies India Pvt. Ltd.

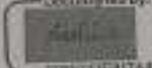


Shiva Sundar
Director- Human Resources

INTERNSHIP'S ACCEPTANCE

I have read and understood the above terms and conditions of my internship services at Akamai Technologies India Pvt. Ltd. I promise to abide by the above terms and conditions of my internship services fully and without reservation. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Intern: AC AASHICA
Name

DocuSigned by:

FOUW5124TAMM
Signature

Date: January 17, 2024 | 08:14 PM

ABBIJEET R
abbijeet2002@gmail.com
+91-7904917235

Date: 27 Sep 2023

Dear Abbijeet,

This letter has reference to the candidate for a suitable position and, our subsequent discussions. We are pleased to make you an **Internship Cum Placement** at Anora Instrumentation Pvt. Ltd (AIPL), Chennai and that you can start your Internship from Tentative date during **February 2024***, (Schedule can be changed based on the various college student's respective semester schedule) for a period of **2 Months**. Your internship/work location would be Chennai, India.

You will be required to undergo an in-house internship activity for a period of about 2 Months during which there would be module wise evaluation. These evaluations will be the criteria for absorption into the company, the compensation that you would be entitled to and the business Unit of the company into which you will be placed.

Company Policies

As a condition, all AIPL Interns/Employees are expected to abide by Anora rules, regulations, policies and procedures, as provided in Anora Company Employee Handbook. You will be given a copy of this Handbook upon the day of commencement of your internship with AIPL.

You will not be eligible for any leave during this internship period except for any emergency situations. Working hours would be 9.00AM to 6.00PM, six days a week.

Verification of Qualifications

This offer is subject to verification of your educational qualifications

Compensation and Benefits

You will be paid a stipend of Rs. 10,000/- Per month during the regular internship period as per the policy of the company. On successful completion of your internship and evaluation process, you will be absorbed into the company with Annual salary with CTC 6,00,000 per annum which includes the base salary, allowances and the annual components. See the attached spreadsheet annexure showing the breakdown of compensation for the ranges.

Anora Instrumentation Private Limited

CTD: U29309TN2023FTC141B46

www.anorainstr.com

e-mail: hr@anorainstr.com

Registered Office:
Flat No. 1, First Floor
May Flower Browsers
Gordon Ho 38 Arret Road,
Virugambakkam,
Chennai - 600097

Office/Works:
No 77 SP,
Ambattur Industrial Estate,
Chennai - 600058
Tamil Nadu

Internship/Employment, Notice Period & Termination

You will be required to deposit your original certificates & Mark-sheets with the company at the time of joining and will be required to sign a bond for guaranteed work service with the company for a period of Three years with Bond Value being Four Lakh Rupees. The Employment Agreement document is attached herewith as a PDF for your reference.

You will go through a continuous evaluation process during this period before being eligible for absorption into Company Employment. If you are not successful in the internship or do not meet the minimum required evaluation criteria, you will not be absorbed into the company and will have to forfeit the employment chance into the company.

On Successful completion of the internship and absorption into the company, you will be placed with appropriate compensation decided by the Evaluation during the internship period. You will be eligible for all employee benefits at this juncture including leave benefits.

Notwithstanding the above, AIPL reserves the right to terminate your services without notice on disciplinary grounds or for serious misconduct outlined in the employee handbook

Government Laws

This agreement shall be governed and construed in accordance with the judicial jurisdiction of Tamil Nadu, in Chennai, India. If this offer meets with your approval, please sign, and return the enclosed acceptance sheet on your date of joining

We anticipate that the internship will commence from **February 2024(Schedule can be changed based on the various college student's respective semester schedule)** which will be the joining date for all Interns.

Additional Conditions

By signing this letter, you confirm the following to Anora Instrumentation Pvt. Ltd:

- 1) You have no contractual commitments or other legal obligations that would prohibit you from performing your duties to Anora Instrumentation Pvt. Ltd. during the internship period and post your absorption into the company as an employee.
- 2) You will not drop off during the Internship period, citing any reason and if you still do so, you will be bound by the agreement that you have signed, and the company will start legal proceedings against you.

Anora Instrumentation Private Limited

Registered Office:
Flat No.1, First Floor
May Flower Broccros
Garden No.38 Arcet Road,
Virugambakkam,
Chennai - 600092
Tamil Nadu

CIN: U29309TN2021FTC141646
www.anoralabs.com
e-mail: hr@anoralabs.com

Office/Works:
No 77 SP,
Ambattur industrial Estate,
Chennai - 600058
Tamil Nadu

- 3) In the event the intern, for any reason, disagrees with his employment with the Company after the completion of 2 Months internship, he/she shall forthwith pay a sum of Rupees 2 Lakh at the time of this event occurring.
- 4) You will not be attending other campus placements or should not be applying for other employment during your internship & employment period.

This letter supersedes all previous communications, representations, understandings and agreements, either oral or written between you and AIPL or any official or representative thereof.

Confidentiality and Non-Solicitation

As a condition you are required to sign a Confidentiality and Non-Solicitation Agreement. The Confidentiality and Non-Solicitation Agreement will be given to you upon the commencement of your internship.

Intellectual Property

As a condition of employment, all employees are required to sign and comply with an Intellectual Property Assignment Agreement, which, among other things, assigns all inventions and other intellectual property developed, conceived, or reduced to practice in the scope of employment. You will be given the Intellectual Property Assignment Agreement upon commencement of your employment.

Protection of Interest

If you conceive of / invent / discover / improve on any new or advanced or current methods of improving processes or formulae or systems concerning the operation of the Company or its affiliates or customers, such developments, discoveries or inventions shall be fully communicated to the Company and will be and remain the sole right / propriety of the Company.

Please sign the duplicate of this letter in acceptance of the offer and return it us for our records, confirming the date of joining.

Anora Instrumentation Private Limited

CIN: U29309TN2023FTC141646

www.anoralabs.com

e-mail: hr@anoralabs.com

Registered Office:
Flat No.1, First Floor
May Flower Brackets
Gordon No.38 Arcot Road,
Vinnambakkam,
Chennai - 600092

Office/Works:
No 77 SP,
Ambattur Industrial Estate,
Chennai - 600058
Tamil Nadu

We once again welcome you to the "AIPL" family and wish you a very successful career and fruitful association with us.

Yours truly,

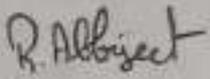


HR

Anora Instrumentation Private Limited

I, ABBISJEET R have read, understood and agreed to the above terms and conditions of the offer and accept the position of. I have joined duty on FEBRUARY 2024 with Anora Instrumentation Private Limited as outlined in this offer letter.

Date: 27 SEPTEMBER 2023


[Signature]

Anora Instrumentation Private Limited

CIN: U29309TN2021PTC141646

www.anoralabs.com

e-mail: hr@anoralabs.com

Registered Office:

Flat No.1, First Floor

Moy Flower Brucaras

Garden No.38 Arret Road,

Vinayak Vin

Chennai - 600092

Tel: ANR

Office/Works:

No 77 SP,

Ambattur Industrial Estate,

Chennai - 600058

Tamil Nadu

17 Aug 2023

To,

Abdulla ibak M
Coimbatore Institute of Technology
Avinashi Rd, Civil Aerodrome Post
Peelamedu, Coimbatore
Tamil Nadu - 641014

Sub: Offer of Internship

We would like to congratulate you on being selected for the internship with Soliton Technologies Private Limited. All of us at Soliton are excited that you will be joining our team!

Your internship will primarily be on learning, developing new skills and contributing to projects.

Your internship shall be subject to the following terms and conditions:

Position Title : Intern
Start Date : 01 Dec 2023
End Date : 31 May 2024
Base Location : Soliton Technologies Pvt. Ltd
#305, 3rd Floor, Tidel Park
Vilankurichi Rd, Aerodrome Post
Coimbatore -641014

Conditions of the Agreement:

- The stipend applicable during the internship period is Rs.25,000/- per month.
- The total number of working hours shall be 9 hours per day inclusive of lunch break for 1 hour, from Monday to Friday.
- Saturdays are optional working days for you to complete any pending tasks for the week.
- You will be eligible for holidays on Sundays and on all declared company holidays.
- You will receive direct and close supervision by appropriate supervisors.
- As an intern, you will not receive any of the regular employee benefits that includes, but not limited to health insurance, educational allowance, paid leaves, or social security benefits.
- An internship completion letter will be issued on successful completion of internship, in the event of termination prior to the end date, the completion letter may not be provided.

The Intern agrees to and acknowledges the following:

- Company may at any time at its sole discretion, terminate the internship without notice or cause if you are unable to reach the expected level of performance during the internship training/tasks or if there is any misalignment in the cultural/behavioural aspects.
- You will maintain a regular internship schedule determined by the supervisor.



- You will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
- You will adhere to the workplace policy provisions of Soliton Technologies and comply with Soliton business practices and procedures.
- You will furnish your supervisor with all necessary information pertaining to your assignments and reports.
- Under no circumstances will the Intern leave the internship without first conferring with intern's supervisor.
- The intern will keep the supervisor informed on any planned leaves due to personal or college work in prior.
- Transportation to and from the internship location is your responsibility.

Intellectual Property and confidential Information:

During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

Please indicate your acceptance of the Internship by signing this letter and return a copy to HR department.

Yours Sincerely



Anu Antony
Manager – People Team

ACCEPTANCE:

I, Abdulla ibak M, hereby acknowledge that the above-mentioned Internship Program, is a learning experience to enhance my continuing education.

Signed & accepted by:

Abdulla ibak M

Date: 22/08/2023

17 Aug 2023

To,

Adhavan.R
Coimbatore Institute of Technology
Avinashi Rd, Civil Aerodrome Post
Peelamedu, Coimbatore
Tamil Nadu - 641014

Sub: Offer of Internship

We would like to congratulate you on being selected for the Internship with Soliton Technologies Private Limited. All of us at Soliton are excited that you will be joining our team!

Your internship will primarily be on learning, developing new skills and contributing to projects.

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#305, 3rd Floor, Tidel Park
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Coimbatore -641014

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- You will maintain a regular internship schedule determined by the supervisor.

- You will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
- You will adhere to the workplace policy provisions of Soliton Technologies and comply with Soliton business practices and procedures.
- You will furnish your supervisor with all necessary information pertaining to your assignments and reports.
- Under no circumstances will the Intern leave the internship without first conferring with Intern's supervisor.
- The intern will keep the supervisor informed on any planned leaves due to personal or college work in prior.
- Transportation to and from the internship location is your responsibility.

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Please indicate your acceptance of the Internship by signing this letter and return a copy to HR department.

Yours Sincerely



Anu Antony
Manager - People Team

ACCEPTANCE:

I, Adhavan R hereby acknowledge that the above-mentioned Internship Program, is a learning experience to enhance my continuing education.

Signed & accepted by:

Adhavan R
Adhavan R

Date: 21/08/2023

February 2024

Ms. AISHWARYA N
3/1030 E, S.R.NAIDU NAGAR, VENKATACHALAPURAM
VIRUDHUNAGAR
Sattur - 626203

Dear AISHWARYA,

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. 600000 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. 600000 subject to Tax deduction. Further details are furnished in Annexure-1

Confidentiality and Non Disclosure

You are required to maintain the highest level of confidentiality regarding the company's affairs. This includes keeping all information, instruments, documents, and any other materials related to the company that you become aware of during your assessment period. Furthermore, you must not disclose any confidential information in accordance with the "Non-disclosure and Confidentiality Policy".

AVA Software Pvt. Ltd.,
Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130
Website: <http://www.avasoft.com>

Conflict of Interest Guidelines

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Leave Eligibility:

You are entitled to Leave-benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The company will provide insurance coverage with a sum assured of Rs. 3,00,000/- per annum per individual as specified in the policy. Additionally, employees have the option to extend this coverage to their parents, spouse, and up to two children at the negotiated AVASOFT prices, with a sum assured of INR 300,000 per individual annually. The entire premium amount of parents, spouse and children will be

AVA Software Pvt. Ltd.,

Alpha City (SSPOL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>

deducted from the employee's net salary on a monthly basis. Further details will be provided during the onboarding process.

- i. In the event that an employee claims insurance but leaves the company before the policy term is completed, the outstanding premium amount must be settled during the exit process and the insurance coverage will be considered void post the exit process.
- ii. If benefits were not utilized during the employment tenure and the employee leaves before the policy term concludes, the insurance coverage will be considered void, and no payment will be required.

Visa

Any employee, having initially demonstrated their interest and enrolled in any type of visa application procedure and later communicates their intent to withdraw from said process, concerned individual shall bear financial liability for all pertinent costs borne by the company. These costs shall encompass not solely the expenditures associated with the visa application and processing, but shall additionally extend to cover transit expenses. The financial obligation further includes the comprehensive assessment of the efforts and time invested by company resources in managing and facilitating the visa process, thereby quantifying the damages caused.

Termination & Recovery

- i. The Company may terminate this contract and the Employee's employment at any time.
- ii. Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books, paper, memos, or any other property of the company in your possession or under Employee control.
- iii. The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to pay the training cost a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty Thousand only) to the employer.

AVA Software Pvt. Ltd.,

Alpha City (SSPOL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>



REDMI NOTE 8 PRO
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- iv. If an employee resigns from the company or is demoted from their current position within six months of receiving a salary hike, the company reserves the right to reverse the salary adjustment. The decision to reverse the salary will be at the discretion of the company and will be communicated to the affected employee in writing. All salary modifications are subject to the discretion of the company.
- v. Any employee, in compliance with company regulations, who utilizes a certification granted by the organization for client-related activities is hereby prohibited from voluntarily terminating their employment for a specified duration of one year, commencing from the initiation date of the aforementioned certification. Should an employee resign due to an emergency, with approval from the management, they will have to pay for any certification cost paid by the company.
- vi. If the employer decides in terminating employee under Attitude/Performance issues they will be put through Performance Improvement Plan [PIP] for 30 days. If the employee fails to perform during the PIP, they will be liable to pay the training cost of Rs 1.5 Lakhs. Waiver of this clause is purely at the Company's sole discretion.
- vii. In case of any conversation/details violating company policy found in any electronic devices held by the employee will be confiscated for legal proceedings.
- viii. Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.
- ix. In case wherein the employee resigns within 2 years after receiving retention bonus they will have to repay the cost to the company.
- x. In case wherein the employee resigns within a period of 24 months from the date of joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

- (a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

AVA Software Pvt. Ltd.,

Alpha City (SSPOL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The employee must serve the notice period fully/partially even after their agreement period or internship is completed if they are allocated in client projects. The waiver of notice period fully or partially during the internship/employment is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

Professional Ethics:

As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft or 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

AVA Software Pvt. Ltd.,

Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>



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 01-Feb-2024.

Sincerely,

Anthea Vicky

Human Resources

Date: October 13, 2023

Name: Ajeebha Shalihal M

PAN Number: FFWPA9955N

Dear Ajeebha Shalihal M,

RE: POST OF: EISC10 - Graduate Engineer Trainee (GET) - Instrumentation(Telecom)

We refer to your recent interviews and are pleased to offer you the position of **EISC10 - Graduate Engineer Trainee (GET) - Instrumentation(Telecom)**, subject to your completion, obtaining convocation of the Engineering Graduation, on the following terms and conditions

1. Your Salary Package is detailed in the attached Appendix A:

a) Cash:

You will receive a **total Cash Salary of INR 46,590/-** per month or INR 559,080/- per annum inclusive of all allowances.

All statutory deductions including employee Provident Fund deductions will be made from the Basic salary amount stated in Appendix A as per applicable law.

b) Benefits:

In addition to your Cash Salary the Company will contribute **12%** of your monthly Basic salary towards Provident Fund and provide Personal Accident cover, Group Life Insurance and behalf of the Company. It is your responsibility to obtain advice on the health requirements, including but not limited to any recommended vaccinations or other precautions, for the countries you are visiting and to have the recommended vaccinations and to take such other precautions for those Hospital & Surgical Insurance.

As per statutory requirements once your employment has terminated, provided you have rendered the required statutory length of continuous service you will be entitled to receive gratuity payments.

c) Reimbursement:

The Company will allow medical reimbursement of up to a maximum INR 15,000/- per annum for General Practitioner Clinical Treatment in accordance with Company policy. Reimbursement is for costs incurred by you, your parents, your spouse, infants and children below the age of 19 years and children up to the age of 25 years if in full time education.

2. You are entitled for a relocation allowance as per the policy PR-INDIA-KBR-HR- 3334. However, such amount (relocation allowance) can be claimed only when the company (Manager & HR) has advised you to move to Chennai in writing. The cost includes towards relocating (self, spouse, and children) travel, temporary accommodation up to 7 days and removal of goods from your current location in India to Chennai, subject to production of original bills and any statutory deductions. In the event that your employment is terminated by means of resignation or disciplinary action within 24 months of your joining the company, you will be required to pay back as per the relocation assistance policy.
3. You will be on probation for an initial period of Six (6) calendar months. Termination notice during the probationary period is three months' notice for either party. The Company may elect to make payment of your Basic salary in lieu thereof.
4. Subject to clause 5 below, the ordinary working hours shall be:
Working Days : Monday to Friday (5 days in a week)

Working Hour : 8 hours each day / 40 hours in a week

5. Your hours of duty as well as holidays may be changed by the Company from time to time to meet business needs, subject to applicable law. You shall work such hours as assigned by the Company. You may also be required to work additional hours as and when requested to do so by the Company or when the proper performance of your work so requires, subject to applicable law.
6. You will be entitled to be paid extra remuneration for any such additional hours as per applicable law and Company Policies.
7. **The effective date of your employment is July 01, 2024.**
8. All other terms and conditions are stated in the India Employee Handbook and/or Company policies, which the Company reserves the right to amend from time to time. You shall observe all the policies, rules and regulations of the Company and treat with utmost secrecy (both during and after cessation of your employment with the company) all confidential data/information that comes into your possession or knowledge or is created in the course of your employment.
9. Your normal place of work is the Company's India office, the address of which will initially be 10th Floor, Prestige Polygon, 471, Anna Salai, Nandanam, Chennai - 600035, Tamil Nadu, India. The Company reserves the right to transfer you at any time to any other unit or division of the Company or its affiliates, including to any new office location, either in India or overseas, either on a temporary or permanent basis. You agree to comply with such transfer requirement unless exceptional circumstances prevail. In the event of such a transfer, the terms and conditions of the unit or division to which you are transferred will be applicable.
10. You will report to **Sr. Technical Advisor - Instrumentation** or such other person as may be designated by the Company from time to time.
11. The Company may from time to time require you to visit foreign countries to perform work on countries prior to traveling. This advice should be obtained from a registered and licensed medical practitioner. The cost of having the recommended vaccinations will be reimbursed to you by the Company.
12. You are personally liable for all income taxes arising in India or elsewhere on wages and remuneration received by you. You are obliged to file your own income tax returns in India or elsewhere and pay for any tax liability there from.
13. The Company will deduct all such taxes that it is required to under law. If, and to the extent that, the receipt by you of any benefits (including employee benefits), prerequisites or similar items provided or to be provided under this agreement is determined by the applicable taxing authorities to constitute compensation taxable to you, you shall be responsible for the payment of any and all taxes imposed upon you in respect thereof and shall not be entitled to reimbursement therefore from the Company or to any increase in your compensation hereunder by reason thereof.
14. After completion of the probationary period, your employment may be terminated by you or the Company by giving **Ninety (90)** calendar days' written notice. If notice is given by either party, the Company may elect at its discretion to make payment of your basic salary in lieu of notice. The Company need not give prior notice of termination in the case of serious misconduct.
15. The retirement age for the Company's employees is sixty (60) years of age. Accordingly, if you are still employed at the date of your 60th birthday your employment will automatically cease on that date.

16. You agree that the Company is not bound to apply the "last on, first off" principle in the event that it is selecting employees for retrenchment. The Company will endeavor to find a suitable alternative position within the organization in the event that the position that you have been employed for is deemed to be redundant.
16. Please note that this offer of appointment is subject to the confirmation of your satisfactory references, background checks where applicable and eligibility to work in India.
17. Compensation data is strictly confidential. As such, you are responsible to maintain the confidentiality of your Salary Package. Employees who divulge their Salary Package to others will face disciplinary action and their employment may be terminated by the Company.
18. The Company's work frequently involves required access to or use of U.S. origin technical information. It is a condition of employment at any Company office or location that a candidate will be eligible to receive access to technical information of U.S. origin. Accordingly, please further note that this offer of employment is subject to confirmation that you are eligible to receive information necessary to perform the job for which you are being hired.

We would appreciate the indication of your agreement to the terms and conditions of employment and thereby acceptance of this offer by signing the duplicate copy of the letter and returning same to us.

Yours Faithfully,

Manoj Kumar B E
Digitally signed by Manoj Kumar B E
DN: cn=Manoj Kumar B E, o=KBR, ou=India, email=manoj.kumar@kbr.com, c=IN, 2.5.4.3=1.2.840.113549.1.9101.1.1



Lead Recruiter, Human Resources

My signature affixed below indicates that I have read, understood, and agreed to the above terms and conditions.

Signature : MT. Ajeebha Shalihal

Date: 18/10/2023

Name : AJEEBHA SHALIHAL M.

Date of birth : 13/09/2002

Father's Name : MOHAMED IBRAHIM A

Appendix A			
Name	Ajeebha Shalihal M		
Designation	Graduate Engineer Trainee (GET) - Instrumentation (Telecom)		
Job Code	EISC10		
Compensation Breakup		Per Month	Per Annum
Total Cash	Basic	INR 28,415	INR 340,984
	HRA (50% of Basic)	INR 14,208	INR 170,492
	Transport Allowance (Fixed Amount)	INR 1,600	INR 19,200
	Ticket Restaurant Meal Card (Fixed Amount)	INR 1,100	INR 13,200
	Leave Travel Allowance (LTA)	INR 1,267	INR 15,204
	Cash Total	INR 46,590	INR 559,080
Provident Fund	ER Provident Fund (12% of Basic)	INR 3,410	INR 40,920
Cost to Company (CTC)/Year			INR 600,000
Additional Company Funded Benefits	Personal Accident Cover	As per company policy	
	Group Life Insurance		
	Group Hospital & Surgical Insurance		
	Medical Reimbursement/Year	INR 15,000	

Date: 27 Sep 2023

ARVINDH S
arvindhsudhakar453@gmail.com
+91- 9025008820

Dear Arvindh ,

This letter has reference to the candidate for a suitable position and, our subsequent discussions. We are pleased to make you an **Internship Cum Placement at Anora Instrumentation Pvt. Ltd (AIPL), Chennai** and that you can start your Internship from **Tentative date during February 2024***, (Schedule can be changed based on the various college student's respective semester schedule) for a period of **2 Months**. Your internship/work location would be Chennai, India.

You will be required to undergo an in-house internship activity for a period of about 2 Months during which there would be module wise evaluation. These evaluations will be the criteria for absorption into the company, the compensation that you would be entitled to and the business Unit of the company into which you will be placed.

Company Policies

As a condition, all AIPL Interns/Employees are expected to abide by Anora rules, regulations, policies and procedures, as provided in Anora Company Employee Handbook. You will be given a copy of this Handbook upon the day of commencement of your internship with AIPL.

You will not be eligible for any leave during this internship period except for any emergency situations. Working hours would be 9.00AM to 6.00PM, six days a week.

Verification of Qualifications

This offer is subject to verification of your educational qualifications

Compensation and Benefits

You will be paid a stipend of Rs 10,000/- Per month during the regular internship period as per the policy of the company. On successful completion of your internship and evaluation process, you will be absorbed into the company with Annual salary with CTC 6,00,000 per annum which includes the base salary, allowances and the annual components. See the attached spreadsheet annexure showing the breakdown of compensation for the ranges.

Anora Instrumentation Private Limited

CIN: U29309TN2021FTC141646

www.anoralabs.com

e-mail: hr@anoralabs.com

Registered Office:
Flat No.1, First Floor
Mary Flower Bungalow
Garden No.38 Anjal Road,
Vruggambakkam,
Chennai - 600092
Tamil Nadu

Office/Works:
No 77 SP,
Ambettur Industrial Estate,
Chennai - 600058
Tamil Nadu



Internship/Employment Notice Period & Termination

You will be required to deposit your original certificates & Mark-sheets with the company at the time of joining and will be required to sign a bond for guaranteed work service with the company for a period of Three years with Bond Value being Four Lakh Rupees. The Employment Agreement document is attached herewith as a PDF for your reference.

You will go through a continuous evaluation process during this period before being eligible for absorption into Company Employment. If you are not successful in the internship or do not meet the minimum required evaluation criteria, you will not be absorbed into the company and will have to forfeit the employment chance into the company.

On Successful completion of the internship and absorption into the company, you will be placed with appropriate compensation decided by the Evaluation during the internship period. You will be eligible for all employee benefits at this juncture including leave benefits.

Notwithstanding the above, AIPL reserves the right to terminate your services without notice on disciplinary grounds or for serious misconduct outlined in the employee handbook

Government Laws

This agreement shall be governed and construed in accordance with the judicial jurisdiction of Tamil Nadu, in Chennai, India. If this offer meets with your approval, please sign, and return the enclosed acceptance sheet on your date of joining

We anticipate that the internship will commence from February 2024(Schedule can be changed based on the various college student's respective semester schedule) which will be the joining date for all Interns.

Additional Conditions

By signing this letter, you confirm the following to Anora Instrumentation Pvt. Ltd:

- 1) You have no contractual commitments or other legal obligations that would prohibit you from performing your duties to Anora Instrumentation Pvt. Ltd. during the internship period and post your absorption into the company as an employee.
- 2) You will not drop off during the Internship period, citing any reason and if you still do so, you will be bound by the agreement that you have signed, and the company will start legal proceedings against you.

Anora Instrumentation Private Limited

Registered Office:
Flat No.1, First Floor
May Flower Brocures
Garden No.35 Arcot Road,
Vrugambakkam,
Chennai - 600092
Tamil Nadu

CIN: U29309TN2021PTC141646
www.anorainsta.com
e-mail: hr@anorainsta.com

Office/Works:
No 77 SP,
Ambattur Industrial Estate,
Chennai - 600058
Tamil Nadu

- 3) In the event the intern, for any reason, disagrees with his employment with the Company after the completion of 2 Months internship, he/she shall forthwith pay a sum of Rupees 2 Lakh at the time of this event occurring.
- 4) You will not be attending other campus placements or should not be applying for other employment during your internship & employment period.

This letter supersedes all previous communications, representations, understandings and agreements, either oral or written between you and AIPL or any official or representative thereof.

Confidentiality and Non-Solicitation

As a condition you are required to sign a Confidentiality and Non-Solicitation Agreement. The Confidentiality and Non-Solicitation Agreement will be given to you upon the commencement of your internship.

Intellectual Property

As a condition of employment, all employees are required to sign and comply with an Intellectual Property Assignment Agreement, which, among other things, assigns all inventions and other intellectual property developed, conceived, or reduced to practice in the scope of employment. You will be given the Intellectual Property Assignment Agreement upon commencement of your employment.

Protection of Interest

If you conceive of / invent / discover / improve on any new or advanced or current methods of improving processes or formulae or systems concerning the operation of the Company or its affiliates or customers, such developments, discoveries or inventions shall be fully communicated to the Company and will be and remain the sole right / propriety of the Company.

Please sign the duplicate of this letter in acceptance of the offer and return it us for our records, confirming the date of joining.

Anora Instrumentation Private Limited

CIN: U29309 TN2021FTC141646

www.anoralabs.com

e-mail: hr@anoralabs.com

Registered Office:
Flat No.1, First Floor
May Flower Brackets
Garden No.38 Alcot Road
Vengalambalam,
Chennai - 600092
Tamil Nadu.

Office/Works:
No 77 SP,
Ambattur Industrial Estate,
Chennai - 600058
Tamil Nadu

We once again welcome you to the "AIPL" family and wish you a very successful career and fruitful association with us.

Yours truly,



HR

Anora Instrumentation Private Limited

I, ARVINDH S have read, understood and agreed to the above terms and conditions of the offer and accept the position of. I have joined duty on FEBRUARY 2024 with Anora Instrumentation Private Limited as outlined in this offer letter.

Date: 27/09/2023

Arvindh S
[Signature]

Anora Instrumentation Private Limited

CIN: U29309TN2021FTC141546

www.anoralabs.com

e-mail: hr@anoralabs.com

Registered Office:
Flat No.1, First Floor
May Flower Brackets
Garden No.38 Arcet Road,
Virugambakkam,
Chennai - 600092
Tamil Nadu

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No 77 SP
Ambattur Industrial Estate,
Chennai - 600058
Tamil Nadu



Annexure - Post absorption

I Compensation details		Amount in INR
Fixed Compensation (FC)		
	Basic + VDA	2,40,000
	HRA	96,000
	Other Allowances *	37,734
	Flexible Benefit Plan (FBP)**	34,992
	Total FC	4,08,726
In addition, you will also be entitled to the following		
II Variable Compensation		
	CCA*	1,50,936
		2,59,642
III Benefits		
	a. Employer PF	28,800
	b. Gratuity	11,538
	Total Annual Comp/Bass Pay (I+II+III)	6,98,106

The salary and benefits will be as per policy guidelines applicable to this category, Subject to prevailing Income Tax rules and applicable statutory regulations.

The Salary structure, components, mode of payment and related practices will be subject to change as per business requirements and legal regulations governing the salary / benefits.

Anora Instrumentation Private Limited

CIN: U29309TN2021FTC141646

www.anorajobs.com

e-mail: hr@anorajobs.com

Registered Office:
Flat No.1, First Floor
May Flower Brackets
Road No. 38 Arcot Road,
Vrugalambakkam,
Chennai - 600092
Tamil Nadu

Office/Works:
No 77 SP,
Ambattur Industrial Estate,
Chennai - 600058
Tamil Nadu



Wireless | Access | Switching | Mobile

Confidential

embedUR/OFR/2023/067

November 16, 2023

Employment Offer

Chinmaya Mahadev M N,
B.Tech - ECE Department,
Coimbatore Institute of Technology

Dear Chinmaya,

We are pleased to offer you the position of "Software Engineer" based on your profile and subsequent discussions. The following are the terms and conditions of your employment:

- 1 Your probation period will last for 6 (Six) months. Your performance will be assessed by management during this time, and upon satisfactory completion, written confirmation will be provided at the conclusion of the probationary period.
- 2 Your annualized Total Compensation (TC) is:
INR. 6,00,000/- (Rupees Six Lakhs only) per annum during Probation period (i.e. initial Six months).
INR. 8,00,000/- (Rupees Eight Lakh only) per annum after successful completion of the Probation period.
The details of the salary break up are enclosed in Annexures. The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Company.
- 3 You are required to successfully complete a mandatory six-month Internship prior to joining embedUR as a full-time employee. The official confirmation of internship is dependent on business demand and at the discretion of the management.
- 4 At the time of conversion to full-time, you are required to sign a 36-month Employment Agreement with the organization. Please refer to the Employment Agreement document for additional terms & conditions information.

+91-44-45612700 | hr@embedur.com | www.embedur.com



REDMI NOTE 8 PRO
AI QUAD CAMERA

embedUR systems (India) Pvt. Ltd. | Phase-2, 11th Floor, TICEL Bio Park Ltd No.5, CSIR Road, Taramani, Chennai - 600 113



Wireless | Access | Switching | Mobile

- 5 You are eligible for the leave and paid holidays in accordance with the organization's leave policy (National & State Holidays, Annual Leaves, Vacation Leaves, Emergency Time Off).
- 6 As applicable, you are eligible for additional benefits like Medical Insurance, Provident Fund and Gratuity.
- 7 The validity of this offer is contingent upon a successful background/reference check.
- 8 Please confirm acceptance of this Offer within 2 business days from the date it was issued.

We are thrilled that, as a member of embedUR, you will have excellent opportunities to contribute, play a significant role, and advance within the Organization.

With Best Wishes and anticipation of a mutually beneficial association,

for

embedUR systems (India) Private Limited

S. Sathish Kumar
Director Human Resources

I have read and understood the terms and conditions of the Offer and accept the same.

Signature

:  _____

Date

: _____ 18/11/23 _____



REDMI NOTE 8 PRO

AI QUAD CAMERA

+91-44-45612200 | info@embedur.com | www.embedur.com

embedUR systems (India) Private Limited | Phase 2, 11th Floor, TICEL Bio Park Ltd No 5, CSIR Road, Teramangudi, Chennai - 600 113.



22/01/2024

Ref: HR / 92 / 23-24

Ms. S. Devadharseni

5/409 A, NGO Colony,

North Renganathapuram, Balakrishnapuram

Dindigul- 624005.

Sub: **Internship Offer Letter**

Dear **Devadharseni,**

We are pleased to offer you the position of **intern Engineer** in our organization. This appointment is subject to the following terms and conditions. Upon acceptance a formal agreement elaborating the Non-competing and Non-Disclosure terms and conditions have to be executed. This letter of employment and offer letter is strictly confidential between you and the company.

We look forward to have mutually rewarding working relationship and your many contributions to the success of the team.

We welcome you to the **STEPS** family,

Yours truly,

Director



1. Stipend During Internship Period:

As Specified in the Annexure enclosed.

2. DUTIES AND RESPONSIBILITIES:

You are required to perform the duties and responsibilities related to your position at any division, department or section in the Company or within the Group of Companies.

3. WORKING HOURS:

Monday to Saturday: 9.30 a.m. to 6.00 p.m.(You are required to put in 8 hours of working everyday). The Company reserves the right to change your working days and hours. The working hours mentioned is for the normal period however based on the need this could be changed.

5. ANNUAL LEAVE/HOLIDAYS:

You can avail 6 days of casual leave (1 day per month & for 6 months 6 days) in addition to 9 days of Gazette holidays observed by the Company

6. RULES, REGULATIONS & CONFIDENTIALITY:

You shall at all times, devote your full attention and skill to the affairs of the Company and will endeavor to your utmost ability to promote and advance the interests of the Company.

Accordingly, you undertake that:

- a. You will under no circumstances make available your services to any undertaking, or have any interest directly or indirectly in any other undertaking or activity which might interfere with the proper performance of your duties without first obtaining the written permission of the Company;
- b. You will not at any time during the continuance or after the termination of your services with the Company irrespective of any reason for such termination, make use or disclose to any party either for your own benefit or for the benefit of any party (individual, firm, company, any trade or business), the affairs and confidential information of the Company or any of its related companies of which you have knowledge or become aware during the course of your service with the Company;
- c. You will obey and comply with all reasonable orders and instructions given to you by the Company or its authorized agents and observe all standing and other rules and/or regulations now in force or from time to time approved by the Company.

7. INTERNSHIP PERIOD:

Your internship period is from Jan 2024 to June 2024.



8. NOTICE PERIOD:

Notice of resignation from the Internship will be one (1) month period in writing ("Notice Period") or one (1) month stipend in lieu of notice which is at the discretion of the management.

I have read and understood the terms and conditions stated in the appointment letter and hereby confirm my acceptance of the offer of appointment.

Signature: *S. Devadharani*

Name: S. DEVADHARANI

Date: 22/01/24

Date of Joining: 17/01/24

Annexure A: STIPEND During Internship Period

Sl No	Particulars	Amount in INR	Remarks
1	Stipend per Month	6,000	Payable every month
2	Accumulated additional stipend at end of 6 months	36,000	Payable only if you complete entire 6 months, no pro-rate-based payments

Maximum Stipend per month considered: INR 12000, Subject to completing entire 6 months.

Note: Stipend is calculated based on 26 working days / month (5 days a week), However your eligible leave / holidays as mentioned in point#5 will be treated as paid leave / Holiday. Considering the above in case of lesser working days per month on account of excess leave availed by you then pro-rate stipend will be paid.



S. Devadharani



BOSCH

* Personal and Confidential *

Ms. Dhivya Srimathi K

CIT Coimbatore - Coimbatore
Institute of Technology -
Coimbatore

Bosch Global
Software Technologies
Private Limited,
123 Industrial Layout,
Hoosur Road, Koramangala,
Bangalore - 560095, India.
Tel: +91 80 6827 5757
Fax: +91 80 6857 1404
CIN: U72400KA1997PTC023164
www.bosch-india-softwre.com

Our reference: B.E./B.Tech

Date: 12-Dec-2023

Dear Ms. Dhivya Srimathi K,

SUB: OFFER LETTER OF INTERNSHIP

With reference to your application and the interview you had with us, we, **Bosch Global Software Technologies Private Limited** ("Company") are pleased to inform you that you have been selected as a "**Student Trainee**" in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Student Trainee in our establishment in "MS/EED5-MM" and during the course of internship, you shall be under the guidance of Bindu Leela (MS/EAD-AE). You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements.

2. Duration of Engagement:

The internship period will be from **19th Jan 2024 to 5th April 2024** unless the company extends the period of your engagement in writing, your engagement shall automatically stand terminated on the end date. Please note that the company reserves its right to terminate the internship at any point of time with a notice of 15 days. In case you wish to prematurely exit the internship, a notice of 15 days must be given, and you must also furnish the concurrence from the college placement team.

Registered office: Bosch Global Software Technologies Private Limited, 123, Industrial Layout, Hoosur Road, Koramangala, Bengaluru - 560095, India.
Managing Director: Mr. Datta Salagame

Bosch Global Software Technologies Private Limited reserves all rights even in the event of industrial property, patents, trademarks, or other intellectual property rights such as copying and passing on to third parties.



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3. Scholarship:

You will be paid a stipend of Rs 25000 per month (Twenty Five Thousand rupees only), for the period of internship. Other than the above, you will not be entitled to receive any other payment / allowance.

4. Other terms & conditions:

4.1 You will be entitled to take 1 day general Leave (GL) per month. Other holidays shall be at par with on-roll employees.

4.2 Confidentiality:

(i) During the internship or after completion thereof you shall not divulge, disclose or impart to any person / any organization, any Confidential Information (as defined hereafter) of the Company which may come to your knowledge during the course of internship. "Confidential Information" shall mean any information concerning the business, finances, operations or any other transactions or affairs of the Company including without limitation any trade secret, data, proprietary information and any other documentation.

(ii) No rights, license is either granted or implied to have been granted by the conveying of Confidential Information to the Intern

(iii) Intern agrees that he/she shall use the Confidential Information only in respect of internship assignments.

(iv) Intern hereby agrees not to retain at his/her end any Confidential Information on expiry/termination of the internship and shall not transfer, copy any Confidential Information in his/her personal device. Intern shall promptly return or destroy all Confidential Information of the Company and, if required, certify in writing as to the destruction of (without retaining any copy), all Confidential Information (and copies and extracts thereof).

4.3 You will be subject to the rules and regulations of the Company in force from time to time as applicable to on-roll associates. Additionally, you are expected to follow the safety norms laid down by the Company.

4.4 The offer of internship is on the understanding that all the information given by you in your application form is correct, true and complete. If it is found at any time that the information given by you in the application form is not correct and true and or you have knowingly suppressed any information, the Company will have the right to discontinue your internship at any time and without any notice (as per clause 2 above) or stipend (as per clause 3 above).

4.5 Intellectual Property Rights:

(i) You hereby agree and confirm that all works involving any invention, development, improvement in product, process created, developed by you either alone or in collaboration with any other associate, during the course of your internship with the Company (IP) shall be owned by the Company exclusively.

(ii) You shall assign to the Company any invention that you may develop during the course of your internship with us and the Company shall be free to deal with such invention as it may deem appropriate.

(iii) Company may require you to execute such documents as may be necessary to fully assign the ownership and rights in the IP to the Company, which you hereby agree to execute without any demur or reservation. Unless Company decides otherwise on a case-to-case basis, stipend paid to you shall be deemed as adequate consideration for assignment of IP.

4.6 Your internship does not implicitly entitle you to seek any form of employment with the Company.

5. Data Protection:

We are responsible for compliance with the laws on data protection (e.g. National, General Data Protection Regulation (GDPR) etc). Therefore, we obligate you to process personal data only in accordance with the confidentiality obligation for the protection of personal data as follows:

Declaration of Confidentiality for the Processing of Personal Data

The processing of personal data is subject to legal requirements. Personal data shall therefore only be processed on directive. Next to individual directives of your Manager, the following are to be considered as directives: central directives, process descriptions, company agreements, guidelines and further operating regulations. These include protection measures for personal data.

The binding principles relating to the processing of personal data for the Bosch Group are in essence the following:

Personal data shall be:

- processed lawfully, fairly and in a transparent manner in relation to the data subject (individual to whom the personal data pertains- also known as data principal in India) (lawfulness, fairness and transparency),
- collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes ('purpose limitation'),
- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed ('data minimization'),

- accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay ('accuracy').
- kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed ('storage limitation').
- processed in a manner that ensures appropriate security of the personal data, including protection against unauthorized or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organizational measures ('integrity and confidentiality').

While reporting, please bring the following:

1. 2 Passport size photographs
2. 2 copies each of your educational certificates
3. Original bona-fide certificate
4. Proof of Identity and residence
5. The original documents (except bona-fide certificate) will be returned to you after verification.

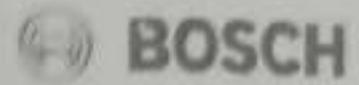
Bosch Global Software Technologies Private Limited

pkf, BOSCH,
APAC, B. E.
Bellur Mohan
Digitally signed by
pkf, BOSCH,
APAC, B. E.
Bellur Mohan
Date: 2024.12.11
11:12:49 +05:30

Bellur Mohan Nanjundiah
General Manager
(Human Resources)

pkf, BOSCH,
APAC, M. A.
Madhura.H
Digitally signed
by pkf, BOSCH,
APAC, M. A.
Madhura.H
Date: 2024.12.11
09:46:13 +05:30

Madhura H
Assistant Manager
(Human Resources)



Please sign and return copy of this letter as a token of your acceptance of the above terms and conditions at the time of your joining.

I accept the above terms and conditions and confirm that I will report as student trainee on 19.01.2024

Dhivya Srimathi K

Name

K Dhivya Srimathi

Signature

14.12.2023

Date



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Ms. Dhivya Srimathi K

CIT Coimbatore - Coimbatore
Institute of Technology -
Coimbatore

Bosch Global
Software Technologies
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 80 6657 5757
Fax: +91 80 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: B.E./B.Tech

Date: 12-Dec-2023

Dear Ms. Dhivya Srimathi K,

SUB: OFFER LETTER OF INTERNSHIP

With reference to your application and the interview you had with us, we, **Bosch Global Software Technologies Private Limited** ('Company') are pleased to inform you that you have been selected as a "Student Trainee" in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Student Trainee in our establishment in "MS/EED5-MM" and during the course of internship, you shall be under the guidance of Bindu Leela (MS/EAD-AE). You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements.

2. Duration of Engagement:

The internship period will be from **19th Jan 2024 to 5th April 2024** unless the company extends the period of your engagement in writing, your engagement shall automatically stand terminated on the end date. Please note that the company reserves its right to terminate the internship at any point of time with a notice of 15 days. In case you wish to prematurely exit the internship, a notice of 15 days must be given, and you must also furnish the concurrence from the college placement team.

Registered office: Bosch Global Software Technologies Private Limited, 123, Industrial Layout Hosur Road, Koramangala, Bangalore - 560005, India
Managing Director: Mr. Datta Selagana

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3. Scholarship:

You will be paid a stipend of Rs 25000 per month (Twenty Five Thousand rupees only), for the period of internship. Other than the above, you will not be entitled to receive any other payment / allowance.

4. Other terms & conditions:

4.1 You will be entitled to take 1 day general Leave (GL) per month. Other holidays shall be at par with on-roll employees.

4.2 Confidentiality:

(i) During the internship or after completion thereof you shall not divulge, disclose or impart to any person / any organization, any Confidential Information (as defined hereafter) of the Company which may come to your knowledge during the course of internship. "Confidential Information" shall mean any information concerning the business, finances, operations or any other transactions or affairs of the Company including without limitation any trade secret, data, proprietary information and any other documentation.

(ii) No rights, license is either granted or implied to have been granted by the conveying of Confidential Information to the Intern

(iii) Intern agrees that he/she shall use the Confidential Information only in respect of internship assignments.

(iv) Intern hereby agrees not to retain at his/her end any Confidential Information on expiry/termination of the Internship and shall not transfer, copy any Confidential Information in his/her personal device. Intern shall promptly return or destroy all Confidential Information of the Company and, if required, certify in writing as to the destruction of (without retaining any copy), all Confidential Information (and copies and extracts thereof).

4.3 You will be subject to the rules and regulations of the Company in force from time to time as applicable to on-roll associates. Additionally, you are expected to follow the safety norms laid down by the Company.

4.4 The offer of internship is on the understanding that all the information given by you in your application form is correct, true and complete. If it is found at any time that the information given by you in the application form is not correct and true and or you have knowingly suppressed any information, the Company will have the right to discontinue your internship at any time and without any notice (as per clause 2 above) or stipend (as per clause 3 above).

4.5 Intellectual Property Rights:

(i) You hereby agree and confirm that all works involving any invention, development, improvement in product, process created, developed by you either alone or in collaboration with any other associate, during the course of your internship with the Company ('IP') shall be owned by the Company exclusively.

(ii) You shall assign to the Company any invention that you may develop during the course of your internship with us and the Company shall be free to deal with such invention as it may deem appropriate.

(iii) Company may require you to execute such documents as may be necessary to fully assign the ownership and rights in the IP to the Company, which you hereby agree to execute without any demur or reservation. Unless Company decides otherwise, on a case-to-case basis, stipend paid to you shall be deemed as adequate consideration for assignment of IP.

4.6 Your internship does not implicitly entitle you to seek any form of employment with the Company.

5. Data Protection:

We are responsible for compliance with the laws on data protection (e.g. National, General Data Protection Regulation (GDPR) etc). Therefore, we obligate you to process personal data only in accordance with the confidentiality obligation for the protection of personal data as follows:

Declaration of Confidentiality for the Processing of Personal Data

The processing of personal data is subject to legal requirements. Personal data shall therefore only be processed on directive. Next to individual directives of your Manager, the following are to be considered as directives: central directives, process descriptions, company agreements, guidelines and further operating regulations. These include protection measures for personal data.

The binding principles relating to the processing of personal data for the Bosch Group are in essence the following:

Personal data shall be:

- processed lawfully, fairly and in a transparent manner in relation to the data subject (individual to whom the personal data pertains- also known as data principal in India) ('lawfulness, fairness and transparency'),
- collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes ('purpose limitation'),
- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed ('data minimization').

- accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay ('accuracy');
- kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed ('storage limitation');
- processed in a manner that ensures appropriate security of the personal data, including protection against unauthorized or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organizational measures ('integrity and confidentiality');

While reporting, please bring the following:

1. 2 Passport size photographs
2. 2 copies each of your educational certificates
3. Original bona-fide certificate
4. Proof of identity and residence
5. The original documents (except bona-fide certificate) will be returned to you after verification.

Bosch Global Software Technologies Private Limited

pkj, BOSCH
APAC, B, E
Bellur Mohan

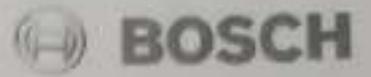
Digitally signed by
pkj, BOSCH, APAC, B, E
Bellur Mohan
DN: cn=20251211, o=BS-GL-IT-RES-30

Bellur Mohan Nanjundiah
General Manager
(Human Resources)

pkj, BOSCH
APAC, M, A
Madhura H

Digitally signed by
pkj, BOSCH, APAC, M, A
Madhura H
DN: cn=20251211, o=BS-GL-IT-RES-30

Madhura H
Assistant Manager
(Human Resources)



Please sign and return copy of this letter as a token of your acceptance of the above terms and conditions at the time of your joining.

I accept the above terms and conditions and confirm that I will report as student trainee on 19.01.2024

Dhivya Srimathi K

V. Dhivya Srimathi

14.12.2023

Name

Signature

Date



PROXELERA

30/10/2023

PROXELERA OFFER LETTER

Dear Logesh Raj S M,

Greetings from Proxelera!

Congratulations! We are pleased to inform you that you have cleared our interview process. We will be extending a formal 'PROXELERA Internship Letter' to you while joining. This letter provides information on basic parameters of the Offer. The 'Internship Letter' contains the detailed terms and conditions of Internship, and further review process to each stage.

Designation	Intern – VLSI Design
Stipend	Rs. 20,000/- Per month (Twenty Thousand only)
Work Location	Mysuru
Expected joining date	Immediately after 7 th Sem exams
Duration	6-8 months

Important terms and conditions:

1. You have been selected for Internship with Proxelera with the above-mentioned Stipend for first 6-8 months' time period ("Internship Period"). Congratulations! Upon successful completion of your Internship and based on your performance you may be offered a full-time employment with Proxelera, with the designation as 'Engineer' and the remuneration, depending on the performance will be INR 4-6 Lakhs per annum subject to the discretion of the Company. The Company is glad to inform you that once you are taken in as a regular employee you are also eligible for an additional Conditional Cash Compensation (CCC) of Rs. 3,00,000/- (INR Three Lakhs only), called Loyalty Bonus after the completion of 3 years of regular employment at the company, until further notified by the Company from time to time.
2. You are required to accept and sign the 'Offer Confirmation Letter' within three days of receiving it and send it to the Talent Acquisition Team at Proxelera by courier / registered post / email. Not doing so will invalidate this 'Offer Confirmation Letter'.
3. You shall provide a definite 'Date of Joining' while you sign/submit the 'Offer Confirmation Letter'.
4. You shall maintain complete confidentiality of the terms of the offer and not disclose it to other applicants or interns/employees of Proxelera.
5. You shall be governed and bound by and required to comply with the terms and conditions of Internship bond, which you will be required to execute as part of your internship.
6. Since the internship training is imparted from a core engineering industry-with requirements for long-term, and as specialised training is being provided at a cost and hence you are required to continue to remain in Internship and complete it and if you fail to complete the internship or voluntarily terminate prior to the completion of the Internship Period or refuse to accept the full-time employment offer at the end of the internship, you shall reimburse the training costs and expenses and the opportunity cost of Rs. 2,50,000/- (Two Lakh Fifty thousand only) (Note-Actual training cost is much higher). This term is also set out in the terms and conditions of your internship.

PROXELERA PRIVATE LIMITED

Registered Office
Mysuru R&D

: 44/A, 1st Floor, 1st Main Road, 3rd Phase, JP Nagar, Bangalore South, Bengaluru 560078
: No 32, C Block, Vijayanagara 3rd Stage, Mysuru 570017



PROXELERA

7. You are also required to comply with the Assigned Intern Invention Assignment Agreement/NDA and other Bonds or additional document/training agreements and any other agreement/bond which you will be required to execute as part of your employment joining (i.e.) on change of status from 'Intern' to 'Engineer' or employment continuation.

Please note:

1. Proxelera is committed participant in the high technology industry ecosystem. You are hereby instructed that disclosing the terms of this offer to gain increments with current employer or to gain additional benefits with other potential employer(s) which is a breach herein
2. Proxelera has never withdrawn any written offers extended to any candidates. We expect that you, as an applicant having attended interviews willfully, are committed to joining Proxelera once you accept the offer. If you are not interested in joining Proxelera, please inform the Talent Acquisition Team by declining the offer before signing this Letter.

Important:

Proxelera does not make promises regarding future salary hikes, bonuses, transfers or any other benefits. All the monetary and basic benefits are embodied in the offer matrix above. If you have been made additional promises, please declare below -

I have been promised additional benefits

[YES / NO]

V. Ramesh

S. M. Logesh Raj
(sign)

For Proxelera

Received and accepted by me

Declaration

I here confirming and accepting the offer letter with above stated terms and conditions. I am liable to the terms of this offer letter and agreeing to it.

Name: S. M. LOGESH RAJ

Date: 01.11.2023

S. M. Logesh Raj
(sign)

Date: October 13, 2023

Name: **Maitreye S R**

PAN Number: HHXPM7781K

Dear Maitreye S R,

RE: POST OF: EISC10 - Graduate Engineer Trainee (GET) - Instrumentation(Telecom)

We refer to your recent interviews and are pleased to offer you the position of **EISC10 - Graduate Engineer Trainee (GET) - Instrumentation(Telecom)**, subject to your completion, obtaining convocation of the Engineering Graduation, on the following terms and conditions.

1. Your Salary Package is detailed in the attached Appendix A:

a) Cash:

You will receive a total **Cash Salary of INR 46,590/-** per month or **INR 559,080/-** per annum inclusive of all allowances.

All statutory deductions including employee Provident Fund deductions will be made from the Basic salary amount stated in Appendix A as per applicable law.

b) Benefits:

In addition to your Cash Salary the Company will contribute **12%** of your monthly Basic salary towards Provident Fund and provide Personal Accident cover, Group Life Insurance and behalf of the Company. It is your responsibility to obtain advice on the health requirements, including but not limited to any recommended vaccinations or other precautions, for the countries you are visiting and to have the recommended vaccinations and to take such other precautions for those Hospital & Surgical Insurance.

As per statutory requirements once your employment has terminated, provided you have rendered the required statutory length of continuous service you will be entitled to receive gratuity payments.

c) Reimbursement:

The Company will allow medical reimbursement of up to a maximum INR 15,000/- per annum for General Practitioner Clinical Treatment in accordance with Company policy. Reimbursement is for costs incurred by you, your parents, your spouse, infants and children below the age of 19 years and children up to the age of 25 years if in full time education.

2. You are entitled for a relocation allowance as per the policy PR-INDIA-KBR-HR- 3334. However, such amount (relocation allowance) can be claimed only when the company (Manager & HR) has advised you to move to Chennai in writing. The cost includes towards relocating (self, spouse, and children) travel, temporary accommodation up to 7 days and removal of goods from your current location in India to Chennai, subject to production of original bills and any statutory deductions. In the event that your employment is terminated by means of resignation or disciplinary action within 24 months of your joining the company, you will be required to pay back as per the relocation assistance policy.
3. You will be on probation for an initial period of Six (6) calendar months. Termination notice during the probationary period is three months' notice for either party. The Company may elect to make payment of your Basic salary in lieu thereof.
4. Subject to clause 5 below, the ordinary working hours shall be:
Working Days : Monday to Friday (5 days in a week)

Working Hour : 8 hours each day / 40 hours in a week

5. Your hours of duty as well as holidays may be changed by the Company from time to time to meet business needs, subject to applicable law. You shall work such hours as assigned by the Company. You may also be required to work additional hours as and when requested to do so by the Company or when the proper performance of your work so requires, subject to applicable law.
6. You will be entitled to be paid extra remuneration for any such additional hours as per applicable law and Company Policies.
7. **The effective date of your employment is July 01, 2024.**
8. All other terms and conditions are stated in the India Employee Handbook and/or Company policies, which the Company reserves the right to amend from time to time. You shall observe all the policies, rules and regulations of the Company and treat with utmost secrecy (both during and after cessation of your employment with the company) all confidential data/information that comes into your possession or knowledge or is created in the course of your employment.
9. Your normal place of work is the Company's India office, the address of which will initially be 10th Floor, Prestige Polygon, 471, Anna Salai, Nandanam, Chennai - 600035, Tamil Nadu, India. The Company reserves the right to transfer you at any time to any other unit or division of the Company or its affiliates, including to any new office location, either in India or overseas, either on a temporary or permanent basis. You agree to comply with such transfer requirement unless exceptional circumstances prevail. In the event of such a transfer, the terms and conditions of the unit or division to which you are transferred will be applicable.
10. You will report to **Sr. Technical Advisor - Instrumentation** or such other person as may be designated by the Company from time to time.
11. The Company may from time to time require you to visit foreign countries to perform work on countries prior to traveling. This advice should be obtained from a registered and licensed medical practitioner. The cost of having the recommended vaccinations will be reimbursed to you by the Company.
12. You are personally liable for all income taxes arising in India or elsewhere on wages and remuneration received by you. You are obliged to file your own income tax returns in India or elsewhere and pay for any tax liability there from.
13. The Company will deduct all such taxes that it is required to under law. If, and to the extent that, the receipt by you of any benefits (including employee benefits), prerequisites or similar items provided or to be provided under this agreement is determined by the applicable taxing authorities to constitute compensation taxable to you, you shall be responsible for the payment of any and all taxes imposed upon you in respect thereof and shall not be entitled to reimbursement therefore from the Company or to any increase in your compensation hereunder by reason thereof.
14. After completion of the probationary period, your employment may be terminated by you or the Company by giving **Ninety (90)** calendar days' written notice. If notice is given by either party, the Company may elect at its discretion to make payment of your Basic salary in lieu of notice. The Company need not give prior notice of termination in the case of serious misconduct.
15. The retirement age for the Company's employees is sixty (60) years of age. Accordingly, if you are still employed at the date of your 60th birthday your employment will automatically cease on that date.



16. You agree that the Company is not bound to apply the "last on, first off" principle in the event that it is selecting employees for retrenchment. The Company will endeavor to find a suitable alternative position within the organization in the event that the position that you have been employed for is deemed to be redundant.
16. Please note that this offer of appointment is subject to the confirmation of your satisfactory references, background checks where applicable and eligibility to work in India.
17. Compensation data is strictly confidential. As such, you are responsible to maintain the confidentiality of your Salary Package. Employees who divulge their Salary Package to others will face disciplinary action and their employment may be terminated by the Company.
18. The Company's work frequently involves required access to or use of U.S. origin technical information. It is a condition of employment at any Company office or location that a candidate will be eligible to receive access to technical information of U.S. origin. Accordingly, please further note that this offer of employment is subject to confirmation that you are eligible to receive information necessary to perform the job for which you are being hired.

We would appreciate the indication of your agreement to the terms and conditions of employment and thereby acceptance of this offer by signing the duplicate copy of the letter and returning same to us.

Yours Faithfully,

Manoj Kumar B E

Lead Recruiter, Human Resources



My signature affixed below indicates that I have read, understood, and agreed to the above terms and conditions.

Signature : Maithreye S R

Date: 18/10/2023

Name : Maithreye S R

Date of birth : 29/10/2002

Father's Name : Senthilnathan J

ZIZZLE STARK

Let's ignite your passion



ZIZZLE STARK

Dear MEENA PRIYADHARSINI V,

Welcome to Zizzle Stark!

We are delighted to extend an offer of employment to you for the position of Technical Associate at Zizzle Stark Organization. Your skills and experience align perfectly with what we are seeking, and we believe you will make a valuable contribution to our team. We are delighted to have you on board. This marks the beginning to achieve great success together.

Position Details:

Job Title in Zizzle stark: Technical Associate

Department: Technical

Reporting to: Chief Operations Officer

Reporting date: 01/01/2024

Job type: Full time [WFH]



We are here for you:

If you have any questions or concerns, please do not hesitate to reach out to [Human Resources Contact/ Chief Operations Officer] in our organization. We are committed to ensuring your success and well-being during your time with us.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure I), we once again welcoming you to Zizzle Stark Organization! We look forward to building a successful and rewarding journey together.

Shiek Syed Nizamudeen N

Chief Executive Officer

+917708567668

zizzlestark01@gmail.com

REDMI NOTE 8 PRO
ALBUAD CAMERA

ANNEXURE I

This Agreement is entered into between Zizzle Stark Organization, hereinafter referred to as the "Company," and MEENA PRIYADHARSINI V, hereinafter referred to as the "Employee," collectively referred to as the "Parties," effective as of 10/01/2024.

1. POSITION AND DUTIES:

The Company agrees to employ the Employee as Managing Director. The Employee agrees to diligently and effectively perform all duties assigned by the Company, including any additional responsibilities that may be reasonably required. The employee committed to attend the meeting ensuring to maintain effective communication, alignment, and collaboration across the organization. If you have any concerns or questions regarding the meeting inform priorly.

2. FLEXIBLE WORKING HOURS:

The Parties agree that the Employee shall have the flexibility to determine their own working hours, subject to the understanding that the work requirements of the position are met. The Employee shall communicate their preferred working hours to their immediate supervisor and make reasonable efforts to accommodate any team or collaborative needs.

3. ORIENTATION AND TRAINING:

You will be provided with an online comprehensive orientation and training program to ensure a smooth transition into your new role. Regular training session will be conducted to improve the skills and the compensation/ incentives will be provided based on your performance.

4. CONFIDENTIALITY:

During the term of employment and thereafter, the Employee agrees not to disclose any confidential information, trade secrets, or proprietary information of the Company to any third party.

5. CODE OF CONDUCT:

We uphold a high standard of professionalism, integrity, and teamwork at Zizzle Stark Organization. We encourage you to familiarize yourself with our Code of Conduct, which outlines the principles and values that guide our actions.

6. TERMINATION:

Either party may terminate this Agreement with or without cause upon 2 months' notice period. The Company reserves the right to terminate employment immediately for cause, including but not limited to breach of confidentiality, misconduct, or violation of company policies by escalation method.



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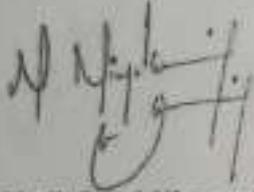
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1 INTELLECTUAL PROPERTY:

All intellectual property including inventions, creations and discoveries, developed by the Employee during the term of employment shall be the exclusive property of the Company. No individual employee/ intern/ freelancer can claim the rights.

ACCEPTANCE OF EMPLOYMENT OFFER:

I [MEENA PRIYADHARSINI V] hereby accept the offer of employment with Zizzle Stark Organization for the position of Technical Associate under the terms and conditions outlined in this offer letter.



Sheik Syed Nizamudeen
Chief Executive Officer
Date:

MEENA PRIYADHARSINI V
Date: 10.01.2024



ZIZZLE STARK



+917708667668



zizzlestark01@gmail.com



Date: October 13, 2023

Name: Meena Priyadharsini V

PAN Number: ILUPM9694F

Dear Meena Priyadharsini V,

RE: POST OF: EISC10 - Graduate Engineer Trainee (GET) - Instrumentation

We refer to your recent interviews and are pleased to offer you the position of **EISC10 Graduate Engineer Trainee (GET) - Instrumentation**, subject to your completion, obtaining convocation of the Engineering Graduation, on the following terms and conditions.

1. Your Salary Package is detailed in the attached Appendix A:

a) Cash:

You will receive a total Cash Salary of **INR 46,590/-** per month or **INR 559,080/-** per annum inclusive of all allowances.

All statutory deductions including employee Provident Fund deductions will be made from the Basic salary amount stated in Appendix A as per applicable law.

b) Benefits:

In addition to your Cash Salary the Company will contribute **12%** of your monthly Basic salary towards Provident Fund and provide Personal Accident cover, Group Life Insurance and behalf of the Company. It is your responsibility to obtain advice on the health requirements, including but not limited to any recommended vaccinations or other precautions, for the countries you are visiting and to have the recommended vaccinations and to take such other precautions for those Hospital & Surgical Insurance.

As per statutory requirements once your employment has terminated, provided you have rendered the required statutory length of continuous service you will be entitled to receive gratuity payments.

c) Reimbursement:

The Company will allow medical reimbursement of up to a maximum **INR 15,000/-** per annum for General Practitioner Clinical Treatment in accordance with Company policy. Reimbursement is for costs incurred by you, your parents, your spouse, infants and children below the age of 19 years and children up to the age of 25 years if in full time education.

2. You are entitled for a relocation allowance as per the policy PR-INDIA-KBR-HR- 3334. However, such amount (relocation allowance) can be claimed only when the company (Manager & HR) has advised you to move to Chennai in writing. The cost includes towards relocating (self, spouse, and children) travel, temporary accommodation up to 7 days and removal of goods from your current location in India to Chennai, subject to production of original bills and any statutory deductions. In the event that your employment is terminated by means of resignation or disciplinary action within 24 months of your joining the company, you will be required to pay back as per the relocation assistance policy.
3. You will be on probation for an initial period of Six (6) calendar months. Termination notice during the probationary period is three months' notice for either party. The Company may elect to make payment of your Basic salary in lieu thereof.

4. Subject to clause 5 below, the ordinary working hours shall be:
Working Days : Monday to Friday (5 days in a week)
Working Hour : 8 hours each day / 40 hours in a week
5. Your hours of duty as well as holidays may be changed by the Company from time to time to meet business needs, subject to applicable law. You shall work such hours as assigned by the Company. You may also be required to work additional hours as and when requested to do so by the Company or when the proper performance of your work so requires, subject to applicable law.
6. You will be entitled to be paid extra remuneration for any such additional hours as per applicable law and Company Policies.
7. **The effective date of your employment is July 01, 2024.**
8. All other terms and conditions are stated in the India Employee Handbook and/or Company policies, which the Company reserves the right to amend from time to time. You shall observe all the policies, rules and regulations of the Company and treat with utmost secrecy (both during and after cessation of your employment with the company) all confidential data/information that comes into your possession or knowledge or is created in the course of your employment.
9. Your normal place of work is the Company's India office, the address of which will initially be 10th Floor, Prestige Polygon, 471, Anna Salai, Nandanam, Chennai - 600035, Tamil Nadu, India. The Company reserves the right to transfer you at any time to any other unit or division of the Company or its affiliates, including to any new office location, either in India or overseas, either on a temporary or permanent basis. You agree to comply with such transfer requirement unless exceptional circumstances prevail. In the event of such a transfer, the terms and conditions of the unit or division to which you are transferred will be applicable.
10. You will report to **Sr. Technical Advisor - Instrumentation** or such other person as may be designated by the Company from time to time.
11. The Company may from time to time require you to visit foreign countries to perform work on countries prior to travelling. This advice should be obtained from a registered and licensed medical practitioner. The cost of having the recommended vaccinations will be reimbursed to you by the Company.
12. You are personally liable for all income taxes arising in India or elsewhere on wages and remuneration received by you. You are obliged to file your own income tax returns in India or elsewhere and pay for any tax liability there from.
13. The Company will deduct all such taxes that it is required to under law. If, and to the extent that, the receipt by you of any benefits (including employee benefits), prerequisites or similar items provided or to be provided under this agreement is determined by the applicable taxing authorities to constitute compensation taxable to you, you shall be responsible for the payment of any and all taxes imposed upon you in respect thereof and shall not be entitled to reimbursement therefore from the Company or to any increase in your compensation hereunder by reason thereof.
14. After completion of the probationary period, your employment may be terminated by you or the Company by giving **Ninety (90)** calendar days' written notice. If notice is given by either party, the Company may elect at its discretion to make payment of your Basic salary in lieu of notice. The Company need not give prior notice of termination in the case of serious misconduct.

15. The retirement age for the Company's employees is sixty (60) years of age. Accordingly, if you are still employed at the date of your 60th birthday your employment will automatically cease on that date.
16. You agree that the Company is not bound to apply the "last on, first off" principle in the event that it is selecting employees for retrenchment. The Company will endeavor to find a suitable alternative position within the organization in the event that the position that you have been employed for is deemed to be redundant.
16. Please note that this offer of appointment is subject to the confirmation of your satisfactory references, background checks where applicable and eligibility to work in India.
17. Compensation data is strictly confidential. As such, you are responsible to maintain the confidentiality of your Salary Package. Employees who divulge their Salary Package to others will face disciplinary action and their employment may be terminated by the Company.
18. The Company's work frequently involves required access to or use of U.S. origin technical information. It is a condition of employment at any Company office or location that a candidate will be eligible to receive access to technical information of U.S. origin. Accordingly, please further note that this offer of employment is subject to confirmation that you are eligible to receive information necessary to perform the job for which you are being hired.

We would appreciate the indication of your agreement to the terms and conditions of employment and thereby acceptance of this offer by signing the duplicate copy of the letter and returning same to us.

Yours Faithfully,

Manoj Kumar B E

Lead Recruiter, Human Resources

My signature affixed below indicates that I have read, understood, and agreed to the above terms and conditions.

Signature : *Meenapriyadharsini* Date: 18/10/2023
Name : MEENA PRIYADHARSINI V
Date of birth : 24/07/2002
Father's Name : VISWANATHAN G

Appendix A				
Name	Mecna Priyadharsini V			
Designation	Graduate Engineer Trainee (GET) - Instrumentation			
Job Code	ETSC10			
	Compensation Breakup	Per Month		Per Annum
Total Cash	Basic	INR	28,415	INR 340,984
	HRA (50% of Basic)	INR	14,208	INR 170,492
	Transport Allowance (Fixed Amount)	INR	1,600	INR 19,200
	Ticket Restaurant Meal Card (Fixed Amount)	INR	1,100	INR 13,200
	Leave Travel Allowance (LTA)	INR	1,267	INR 15,204
	Cash Total	INR	46,590	INR
Provident Fund	EP Provident Fund (12% of Basic)	INR	3,410	INR 40,920
Cost to Company (CTC)/Year				INR 600,000
Additional Company Funded Benefits	Personal Accident Cover	As per company policy		
	Group Life Insurance			
	Group Hospital & Surgical Insurance			
	Medical Reimbursement/Year	INR 15,000		

TOSHIBA

Ms. Meera krishnan krishnakumar
Coimbatore Institute of Technology,

14th October 2023

Offer for Internship

Dear Meera krishnan krishnakumar,

This has reference to the discussion you had with us on 22nd July 2023 at TSIP, Bangalore. We are pleased to offer an Internship in our Company from 2nd Jan 2024 till 3rd July 2024. You shall receive a consolidated stipend of **Rs. 40,000/-** (Forty Thousand only) per month during this period. Tax shall be deducted as per Income Tax Act.

You shall report on 2nd Jan 2024 at our Registered Office, # 3A, "Essae Vaishnavi Solitaire", 3rd Block, Koramangala, Bangalore – 560034, failing which this Offer for Internship shall be treated as withdrawn. You will be required to enter into a non-disclosure agreement subsequent to your joining the Company.

Yours truly

For Toshiba Software (India) Pvt Ltd.



Prem Gopinathan Nair
Senior Director – Human Resources

Toshiba Software India Pvt. Ltd.
Registered & Corporate Office
3A "EssaeVaishnavi Solitaire" 3rd Block,
Koramangala, Bengaluru, Karnataka 560034
Tel: +91 80 41803500 / 3700 Fax: +91 8041101650

TOSHIBA

14th October, 2023

Ms. Meera krishnan krishnakumar
Coimbatore Institute of Technology,

Offer of Appointment

Dear Meera krishnan krishnakumar

This has reference to your application for Employment in our Company and subsequent interview/s you had with us.

We are pleased to offer you the position of **Trainee Engineer** in our Company subject to following terms and conditions.

1. Your Compensation shall be **Rs. 9,00,000/-** (Rupees Nine Lakhs Only) inclusive of all benefits fixed and Performance Bonus on the basis of a total cost to the company.
2. **You shall report for duty on 4th July, 2024** at our Registered Office, # 3A, "Essae Vaishnavi Solitaire", 3rd Block, Koramangala and Bangalore - 560034.
3. You shall be on Probation for a period of Six Months from the date of joining for Duty. The duration of probation can be extended subject to your performance which is at the discretion of the Management. Your services shall be confirmed in writing to that effect, in the appropriate cadre/position upon satisfactory completion of probation, failing which you will be deemed to be on probation.
4. Your services are liable to be transferred to any Department/Group/ Section Line, as well as any Office/Establishment/Division/Branch of the Company, in India or abroad, as well as its sister concerns within the group, on temporary or permanent basis depending upon the Company's priorities of work, at the sole discretion of the Company .
5. This appointment can be terminated by giving 1 month notice either side during the period of Probation and 3 months notice on either side on confirmation of your services.
6. Medical Fitness: This appointment and its continuance are subject to your being medically fit for employment. In this connection you shall do the employment medical check up to your joining the company.
7. You shall enter into a non disclosure agreement subsequent to your joining the Company.


Toshiba Software India Pvt. Ltd.
Registered & Corporate Office
3A "EssaeVaishnavi Solitaire" 3rd Block,
Koramangala, Bengaluru, Karnataka 560034
Tel: +91 80 41803500 / 3700 Fax: +91 8041101650



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TOSHIBA

8. At the time of joining you shall submit following original documents along with a photo copy (Original documents shall be returned after verification):

- Education Documents - 10th & 12th/PUC Mark card and certificate
- Degree & Master Degree Certificate - Semester wise mark sheets & Degree Certificates
- Previous Company/s Experience and Relieving letter/s
- Latest salary certificate & 3 months pay slip
- 2 passport size color photographs
- Pan card and Passport copy
- Permanent & Present Address proof

9. As part of the recruitment process we shall conduct antecedent verification upon your joining.

10. Detailed appointment letter will be issued on your joining us.

Please Confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Wishing you all the best and welcoming you to **Toshiba Software (India) Pvt Ltd.**

Yours truly
For Toshiba Software (India) Pvt Ltd.



Prem Gopinathan Nair
Sr. Director - HR

I agree and accept the employment on the terms and conditions mentioned in the above. I shall be reporting for duty on 27th January 2023

Name: Meera Krishnan K

Signature: Meera

Date : 27-11-2023

Toshiba Software India Pvt. Ltd.
Registered & Corporate Office
3A "Essa Vaishnavi Solitaire" 3rd Block,
Kamataka 560034
Tel: +91 80 41803500 / 3700 Fax: +91 8041101650



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Name: Ms. Meera krishnan krishnakumar
Designation: Trainee Engineer

Grade : T0

Compensation Structure

Salary	PM (Rs)	PA (Rs)
Fixed Salary		
Basic - 40% of fixed Salary	27,750	3,33,000
Provident Fund 12% of Basic Salary	3,330	39,960
Group Medical Insurance	250	3,000
Flexible Benefit Plan (details in the annexure)	38,045	4,56,540
Total Fixed Salary	69,375	8,32,500
Performance Bonus (2024 - 25)		67,500
Total Cost to Company		9,00,000

Note:

1. The Gratuity amount shall be contributed by the company
2. You will be eligible for Performance Bonus, which shall be computed on an annualized basis and disbursed half yearly. The performance bonus shall be based on your KRA's and the appraisal ratings.
3. Flexible Benefit Plan - details refer the annexure enclosed.



Prem Gopinathan Nair
Sr. Director - HR

Toshiba Software India Pvt. Ltd.
Registered & Corporate Office
3A "Essa Vaishnavi Solitaire" 3rd Block,
Koramangala, Bengaluru, Karnataka 560034
Tel: +91 80 41803500 / 3700 Fax: +91 8041101650



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Name: Ms. Meera krishnan krishnakumar

Components under the Flexible Benefit Plan

Your flexible benefit for the financial year April 2024 - March 2025 shall be as mentioned below
The guideline of the FBP is stated below.

Flexible Benefits	Monthly	Annually	Remarks
Telephone Reimbursement	Rs. 1000	Rs. 12,000	Employee owning a telephone (landline or Mobile) in his name shall be eligible for the reimbursement.
Reimbursement towards Car Expenses	Rs. 1800 < 1600cc Rs. 2400 > 1600cc	Rs. 21600 < 1600cc Rs. 28800 > 1600cc	Employee owning a car shall be eligible to claim reimbursement towards fuel/maintenance/repairs (if car is equal to or more than 1600CC upto Rs.2400 and if less than 1600CC upto Rs.1800 per month) and drivers wages (max of upto Rs.900 per month).
Children Education	Rs. 100 per child - restricted to 2 children	Rs. 1,200 per child - maximum allowed	Upto a maximum of Rs. 2400 per annum for 2 children.
House Rent Allowance	Upto a maximum of 40 % of basic	As per policy	Upto a maximum of 40 % of basic pay, paid monthly.
Leave Travel Allowance	Rs. 5,000	Rs. 60,000	LTA amount shall be paid on a monthly basis in the salary and shall be taxed. On submission of bills this amount shall not be considered for Taxation.
Special Day Benefit	Paid annually	Upto a maximum of Rs. 5000 per annum	This amount shall be paid before Diwali.
Sodexo Meal Card	Rs. 2750	Rs. 33,000	Upto a maximum of Rs.33,000/- per annum payable monthly.
Special Allowance	Balancing figure, payable monthly		Balance amount shall be paid as special allowance and shall be taxable.

Note:

- On account of the FBP, the company shall bear the fringe benefit tax on behalf of the employees which is an additional expense. If there is any tax claim in the employee at a later stage on account of the Components of FBP, such tax shall be borne by the employee.
- An employee can claim tax benefit under the above plan upto a maximum as indicated in the above table for each component & as per the provision of IT Act 1961.
- The salary shall be payable into 2 parts - Base Salary comprising of Basic Pay, HRA, Special Allowance and FBP Reimbursements.
- The employee shall submit supporting documents to claim FBP reimbursements, in case the supporting documents are not submitted the amount shall be paid & taxed as per the IT Act.
- For FBP Reimbursements every employee shall fill the respective form/template and attach the bills and drop in the box kept at the Finance department. The last date for submission of bills shall be 20th of every month.
- The company shall add/delete any component as per the statutory law in force.



From Gopinathan Nair
Sr. Director - HR

Toshiba Software India Pvt. Ltd.
Registered & Corporate Office
1A "EesaaVaishnavi Solitaire" 3rd Block,
Koramangala, Bengaluru, Karnataka 560034

Ph: 080 41101650, Fax: +91 8041101650

* Personal and Confidential *
Mr. Naveen Kumar R

CIT Coimbatore - Coimbatore
Institute of Technology -
Coimbatore

Bosch Global
Software Technologies
Private Limited,
121 Industrial Layout,
Hoosur Road, Koramangala,
Bangalore - 560095, India.
Tel: +91 80 6627 1717
Fax: +91 80 6627 1454
CIN: U73400KA1997PTC022164
www.bosch-india-software.com

Date: 12-Dec-2023

Our reference: B.E./B.Tech

Dear Mr. Naveen Kumar R,

SUB: OFFER LETTER OF INTERNSHIP

With reference to your application and the interview you had with us, we, **Bosch Global Software Technologies Private Limited** ("Company") are pleased to inform you that you have been selected as a **"Student Trainee"** in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Student Trainee in our establishment in "MS/ESF2-BEG" and during the course of internship, you shall be under the guidance of Abey Ravi (MS/ESF21-BEG). You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements.

2. Duration of Engagement:

The internship period will be from **19th Jan 2024** to **5th April 2024** unless the company extends the period of your engagement in writing, your engagement shall automatically stand terminated on the end date. Please note that the company reserves its right to terminate the internship at any point of time with a notice of 15 days. In case you wish to prematurely exit the internship, a notice of 15 days must be given, and you must also furnish the concurrence from the college placement team.

Registered office: Bosch Global Software Technologies Private Limited, 121, Industrial Layout Hoosur Road, Koramangala, Bangalore - 560095, India
Managing Director: Mr. Datta Satagame

Bosch Global Software Technologies Private Limited reserves all rights even in the event of industrial property. We reserve all rights of disposed such as copying and passing on to third parties.

3. Scholarship:

You will be paid a stipend of Rs 25000 per month (Twenty Five Thousand rupees only), for the period of internship. Other than the above, you will not be entitled to receive any other payment / allowance.

4. Other terms & conditions:

4.1 You will be entitled to take 1 day general Leave (GL) per month. Other holidays shall be at par with on-roll employees.

4.2 Confidentiality:

(i) During the internship or after completion thereof you shall not divulge, disclose or impart to any person / any organization, any Confidential Information (as defined hereafter) of the Company which may come to your knowledge during the course of internship. "Confidential Information" shall mean any information concerning the business, finances, operations or any other transactions or affairs of the Company including without limitation any trade secret, data, proprietary information and any other documentation.

(ii) No rights, license is either granted or implied to have been granted by the conveying of Confidential Information to the Intern

(iii) Intern agrees that he/she shall use the Confidential Information only in respect of internship assignments.

(iv) Intern hereby agrees not to retain at his/her end any Confidential Information on expiry/termination of the Internship and shall not transfer, copy any Confidential Information in his/her personal device. Intern shall promptly return or destroy all Confidential Information of the Company and, if required, certify in writing as to the destruction of (without retaining any copy), all Confidential Information (and copies and extracts thereof).

4.3 You will be subject to the rules and regulations of the Company in force from time to time as applicable to on-roll associates. Additionally, you are expected to follow the safety norms laid down by the Company

4.4 The offer of internship is on the understanding that all the information given by you in your application form is correct, true and complete. If it is found at any time that the information given by you in the application form is not correct and true and or you have knowingly suppressed any information, the Company will have the right to discontinue your internship at any time and without any notice (as per clause 2 above) or stipend (as per clause 3 above).

4.5 Intellectual Property Rights:

- (i) You hereby agree and confirm that all works involving any invention, development, improvement in product, process created, developed by you either alone or in collaboration with any other associate, during the course of your internship with the Company ('IP') shall be owned by the Company exclusively.
- (ii) You shall assign to the Company any invention that you may develop during the course of your internship with us and the Company shall be free to deal with such invention as it may deem appropriate.
- (iii) Company may require you to execute such documents as may be necessary to fully assign the ownership and rights in the IP to the Company, which you hereby agree to execute without any demur or reservation. Unless Company decides otherwise, on a case-to-case basis, stipend paid to you shall be deemed as adequate consideration for assignment of IP.

4.6 Your internship does not implicitly entitle you to seek any form of employment with the Company.

5. Data Protection:

We are responsible for compliance with the laws on data protection (e.g. National, General Data Protection Regulation (GDPR) etc). Therefore, we obligate you to process personal data only in accordance with the confidentiality obligation for the protection of personal data as follows:

Declaration of Confidentiality for the Processing of Personal Data

The processing of personal data is subject to legal requirements. Personal data shall therefore only be processed on directive. Next to individual directives of your Manager, the following are to be considered as directives: central directives, process descriptions, company agreements, guidelines and further operating regulations. These include protection measures for personal data.

The binding principles relating to the processing of personal data for the Bosch Group are in essence the following:

Personal data shall be:

- processed lawfully, fairly and in a transparent manner in relation to the data subject (individual to whom the personal data pertains- also known as data principal in India) ('lawfulness, fairness and transparency'),
- collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes ('purpose limitation'),
- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed ('data minimization').

- accurate and, where necessary, kept up to date. every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay ('accuracy').
- kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed ('storage limitation').
- processed in a manner that ensures appropriate security of the personal data, including protection against unauthorized or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organizational measures ('integrity and confidentiality').

While reporting, please bring the following:

1. 2 Passport size photographs
2. 2 copies each of your educational certificates
3. Original bona-fide certificate
4. Proof of Identity and residence
5. The original documents (except bona-fide certificate) will be returned to you after verification.

Bosch Global Software Technologies Private Limited

Bellur Mohan Nanjundiah
General Manager
(Human Resources)

Madhura H
Assistant Manager
(Human Resources)

Please sign and return copy of this letter as a token of your acceptance of the above terms and conditions at the time of your joining.

I accept the above terms and conditions and confirm that I will report as student trainee on 18.01.2024

Naveen Kumar R

Name



Signature

14.12.2023

Date

* Personal and Confidential *
Mr. Naveen Kumar R

CTT Coimbatore - Coimbatore
Institute of Technology -
Coimbatore

Bosch Global
Software Technologies
Private Limited
123 Industrial Layout
Hosur Road, Koramangala,
Bangalore - 560 095, India
Tel: +91 80 5557 5157
Fax: +91 80 5557 1404
CIN: U72200KA1997PT1029154
www.bosch-software.com

Date: 12-Dec-2023

Our reference: B.E./B.Tech

Dear Mr. Naveen Kumar R,

SUB: OFFER LETTER OF INTERNSHIP

With reference to your application and the interview you had with us, we, **Bosch Global Software Technologies Private Limited** ("Company") are pleased to inform you that you have been selected as a **'Student Trainee'** in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Student Trainee in our establishment in "MS/ESF2-BEG" and during the course of internship, you shall be under the guidance of Abey Ravi (MS/ESF21-BEG). You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements.

2. Duration of Engagement:

The internship period will be from **19th Jan 2024 to 5th April 2024** unless the company extends the period of your engagement in writing, your engagement shall automatically stand terminated on the end date. Please note that the company reserves its right to terminate the internship at any point of time with a notice of 15 days. In case you wish to prematurely exit the internship, a notice of 15 days must be given, and you must also furnish the concurrence from the college placement team.

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Managing Director: Mr. Delta Subramani

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3. Scholarship:

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4. Other terms & conditions:

4.1 You will be entitled to take 1 day general Leave (GL) per month. Other holidays shall be at par with on roll employees.

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(iii) Intern agrees that he/she shall use the Confidential Information only in respect of internship assignments.

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- (ii) You shall assign to the Company any invention that you may develop during the course of your internship with us and the Company shall be free to deal with such invention as it may deem appropriate.
- (iii) Company may require you to execute such documents as may be necessary to fully assign the ownership and rights in the IP to the Company, which you hereby agree to execute without any demur or reservation. Unless Company decides otherwise, on a case-to-case basis, stipend paid to you shall be deemed as adequate consideration for assignment of IP.

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- collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes ('purpose limitation'),
- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed ('data minimization').



- accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay ('accuracy').
- kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed ('storage limitation').
- processed in a manner that ensures appropriate security of the personal data, including protection against unauthorized or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organizational measures ('integrity and confidentiality').

While reporting, please bring the following:

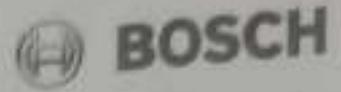
1. 2 Passport size photographs
2. 2 copies each of your educational certificates
3. Original bona-fide certificate
4. Proof of Identity and residence
5. The original documents (except bona-fide certificate) will be returned to you after verification.

Bosch Global Software Technologies Private Limited

Bellur Mohan Nanjundiah
General Manager
(Human Resources)

Madhura H
Assistant Manager
(Human Resources)





Please sign and return copy of this letter as a token of your acceptance of the above terms and conditions at the time of your joining.

I accept the above terms and conditions and confirm that I will report as student trainee on 19.01.2024

Naveen Kumar R

Name

A handwritten signature in black ink, appearing to read 'Naveen', written over a horizontal line.

Signature

14.12.2023

Date

11-Dec-2023



SONA COMSTAR

To
Ms. NEERAJA S
sneeraja11@gmail.com

Dear Neeraja S,

We are pleased to offer you the position of GET (Graduate Engineer Trainee) in our Company

Please find enclosed Annexure 1 detailing the remuneration payable to you. The position and the remuneration offered to you have been fixed based on our assessment of your relevant skills. After joining us, you will be issued a letter of appointment setting out in detail the terms and conditions of employment.

You need to report for joining at our office as an Intern, located at Keelakaranai Village, Mairosapuram, Chengalpattu 603 204 in January 2024. Exact date of joining will be intimated on or before last week of December 2023.

You will be taken on our rolls automatically as GET after successful completion of your Degree without any arrear in the semester(s) that you appear after your interview date. If in case you get any arrear in the above-mentioned semesters, we will not be able to confirm your employment.

Please forward to us a signed copy of this Offer letter, as a token of acceptance, on or before 14-Dec-2023.

We look forward to you having a rewarding career with SONA BLW.

Accepted and Agreed, I will join as Intern in Jan 2024

Sincerely

Signature

NEERAJA S

Name

Date

08/02/2024

Ramesh V
Head - Human Resources

On the date of your joining, kindly bring the following documents:

1. 5 passport size photographs (no older than 6 months)
2. The original and a copy of each of the following documents:
 - Proof of Age (Birth Certificate or School Leaving Certificate)
 - PAN Card
 - Aadhar Card
 - Cancelled Cheque Leaf
 - Relieving Letters from your present & all previous employers (if any)
 - Educational Certificates (Mark sheets & Degree certificates for all completed courses as declared in the application)

Kindly return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out here in.

Important Note: This offer is valid subject to your clearance on medical fitness conducted by authorized vendor partners designated by Sona BLW.



Ramesh V

Head - Human Resources



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SONA COMSTAR

ANNEXURE 1 - Salary Details

Salary Components	Amount in Rs. (per annum)
Basic	190000
FBA	217051
Guaranteed Cash	407051
RB (PF + Gratuity)	31939
Statutory Bonus	36010
CTC	475000

Year on Year Compensation increase

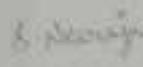
	Jul 2024**	Jul 2025	Oct 2026
Joining Package	Rs.475000		
1 st Salary Revision		Rs.550000	
2 nd Salary Revision			Rs.625000

** You will be taken into rolls in the subsequent month after successful completion of your degree

* From Oct 2027 onwards you will be part of regular Performance appraisal process


Ramesh V.

Head - Human Resources


(Signature of the Employee)

Name: Neeraja S



SONA COMSTAR

Letter of Authorization

I hereby authorize given my consent to Sona BLW and/or its vendors to conduct any Background or Reference check on my employment, education, address & criminal background or any other relevant pre-employment checks in any jurisdiction across globe so that the hiring decision may be evaluated at any point of time and also hereby authorize given my consent to Sona BLW and/or its vendors to conduct any medical test as part of my pre - joining process. The report there in can be analyzed by Sona BLW HR/Inhouse medical team for any official purpose

I hereby agree that during the course of the reference checks and background verifications my previous employers and universities may be contacted and these checks are done on behalf of Sona BLW I hereby also agree that in areas/regions where the authorized vendor partner is not available I will take all relevant medical test as stated by Sona BLW and submit the report before or on the date of my joining the organization.

In the event that Sona BLW being unable to verify any information, it is my responsibility to furnish the necessary additional information/documentation.

I hereby confirm and agree that any submission of false or misleading information will entitle Sona BLW to take appropriate action on my employment, including termination

* SIGNATURE S. Neeraja
NEERAJA S
* NAME (IN BLOCK LETTERS) _____
* DATE 06 / 02 / 2024



CONFIDENTIAL

28 September, 2023

PAVITHRA P
Coimbatore Institute of Technology

Dear PAVITHRA,

With reference to your application, we are pleased to offer you an internship with ARM Embedded Technologies Private Ltd., (hereinafter referred to as the "**Company**") subject to your acceptance of the following terms and conditions:

1. INTERNSHIP

Your internship will commence from **3 January, 2024** and will continue, unless terminated earlier, till the 28 June, 2024 ("**Internship Period**") at the offices of the Company located in Bangalore. Your internship will stand terminated at the end of the Internship Period, unless extended for a further period at the sole discretion of the Company.

You will not be entitled to any other privileges or benefits which may be allowable to employees of the Company.

2. INTERNSHIP STIPEND

You shall receive an all-inclusive stipend of **INR 45,000** per month. All payments made to you by the Company will be subject to deduction of all applicable taxes, against which you will have no claim against the Company.

3. HOURS OF WORK

Monday to Friday : 0900 to 1800 hrs.

4. STATUTORY HOLIDAYS

The Company shall provide you with a list of holidays that you shall be entitled to take during the Internship Period.

5. DUTIES

During your internship with the Company, you shall not undertake any other internship or employment, assignment, business, etc. without prior permission of the Company and you shall devote your whole time to the faithful and diligent performance of your duties.

You will perform, observe and conform to such duties, directions and instructions assigned or communicated to you from time to time by the Company and will not perform acts which are not befitting your position and which will in any manner adversely affect the reputation of the Company.

6. NO STATUS AS EMPLOYEE

You acknowledge that the purpose of Company's internship is to provide you practical training and real-time exposure in order to enhance your chances of better employment. This program does not entitle you to claim employment with Company.

The internship does not entitle you to any benefits, or claims that are presently available to a Company's employee including but not limited to bonus, gratuity or retrenchment compensation. Further, you will not be entitled to participate in any employee benefit programs that may be made available to employees from time to time.

Any claim made contrary to the above, will be construed a material breach of the terms of this internship and Company shall immediately terminate your internship without any notice.

7. CONFIDENTIALITY

All information and data, regardless of form, generated during your internship shall be and remain the sole property of the Company. Any copyright or intellectual property right in any data or information generated during this period by you will vest in the Company. In the event that the copyright or intellectual property right in any data or information generated by you does not vest in the Company by law, you hereby assign to the Company such copyright and / or other intellectual property right in all such data and information. In case of future works such assignment shall take effect on the date the works come into existence. The assignment shall comprise all the rights in the works, and shall be without any restrictions as regards territory or duration of the assignment. The assignment shall not lapse merely because the Company does not exercise the rights assigned for any period after the assignment. You hereby irrevocably constitute the Company your lawful attorney to do all acts, deeds and things necessary for the Company to obtain and secure its rights to the works, including but not limited to, rights pursuant to registration of patents and copyrights.

You shall keep confidential all information pertaining to the Company's business, operations and customers and all technical and proprietary information obtained from the Company in performance of the services during the period of internship and thereafter.

You agree that any data and information generated or delivered during the internship period and any information or data furnished by the Company (a) will be kept in confidence and not be disclosed to third parties and (b) will not be used by you without the Company's prior written consent other than to the extent necessary to perform your duties.

You acknowledge that you have not and shall not bring onto the Company's premises or use in your work for the Company any confidential information of previous employers and other

You shall return and deliver to the Company all records, drawing notebooks and other documents pertaining to any confidential information or otherwise relating to any project or program including those prepared by you as also all equipment's, tools or other devices in your custody but belonging to the Company, upon the expiration or termination, and will be fully responsible for the care and protection thereof until such delivery. If the confidential information cannot be physically delivered, the same shall be destroyed under the instruction and supervision of the Company.

8. TAXATION

You shall be solely responsible for the payment of all Government and/or other taxes and dues on your stipend, and the Company shall be entitled to deduct the taxes as per law for the time being in force.

9. CONDUCT AND DISCIPLINE

In all matters of conduct and discipline, you shall be governed by the rules and regulations of the Company. A breach of the rules and code of conduct of the Company will expose to you to appropriate internal inquiry and disciplinary proceedings, which may also result in termination of your internship.

10. TERMINATION

A) The Company shall be entitled to terminate the internship at any time with or without any prior notice, if:

- (i) Your work is found unsatisfactory or if you neglect your duties or if you are found dishonest or guilty of any misconduct in the opinion of the Company or such other officer as may be authorized by the Company in this behalf, or
- (ii) You refuse or neglect to comply with lawful order given to you by the head of department or such officer as may be authorized by the Company or your superior.
- (iii) If you make any claim for employment or employment benefits contrary to the terms contained herein.

B) You shall not at any time after termination of internship directly or indirectly:

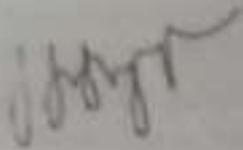
- (i) Represent as one connected with business of the Company.
- (ii) Use or disclose to any person, firm or company any information concerning the Company business, or of its customer.

We take this opportunity to welcome you to our organization and wish you every success in your internship.

Please confirm your acceptance of the above terms and conditions by signing and returning the duplicate of this letter to the Company.

Thanking you,

Yours faithfully,



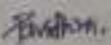
Sathya Sargunesan
Head Of Finance, Arm India

Arm Embedded Technologies Private Limited

I have read the above letter dated 28 September, 2023 offering internship to me and fully understand the terms and conditions of my internship, and I accept the same.

Place: Salem

Name: PAVITHRA P

Signature: 

arm Embedded Technologies Pvt Ltd.
Bagmane World Technology Center, Citrine Block, 5th Floor
Marathahalli Outer Ring Road, Mahadevapura, Doddanekundi, Bangalore – 560 048.
Main Phone: +91 80 4928 2000 | Fax Line : +91 80 41127403 | CIN :
U72200KA2002PTC031153
www.arm.com

1st November 2023

Dear Rahul M,

Congratulations to you!

We are delighted to offer you an Internship!

Date of Joining: 22nd January '24

Internship Period*: 6 months

Stipend: Rs 28000/ per month

Duties and Responsibilities: Will be assigned by the Reporting manager.

Office location:

You will be on boarded at the Coimbatore Office and will continue to work in Coimbatore.

We are confident you will be able to make a significant contribution to the success of our AppViewX and look forward to working with you. Upon successful completion of your Internship and graduation, you will be converted into a full time employee and your CTC at that point will be Rs. 1200000 per Annum.

* The internship period will be defined & set by the Manager/BU Head. It could be extended based on individual performance and your availability. You are eligible for 1 Casual Leave per month which will get lapsed if not utilized within the month. You are entitled to work 8 hours a day, 5 days a week (Monday to Friday). You are required to complete the given internship period. In case of mutual agreed exit, you need to serve 30 days of notice period.

For AppViewX Private Limited,

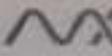
Digitally signed by
Swathi

Swathi Madan
Director - Human Resource

Envelope ID: 05B2BB2E-A404-4C42-81C0-4B0957318008

SEE IT FORWARD

www.appviewx.com

 appviewx

Date: November 1, 2023

Welcome aboard!

Dear Mr. Rahul M,

Welcome aboard to AppViewX team! We are happy to have you with us. You have signed up to be a part of our super-energetic team that innovates, rethinks and pushes its imagination ahead of time to be digitally-dynamic and is always ready to constantly learn and adapt to newer technologies.

Jump into the bandwagon, grow wings, take flight, discover more every-day and conquer new milestones. And, we are confident that you're here to make a difference!

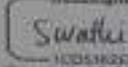
Your contribution and involvement, for sure, will be instrumental in fulfilling the mission of the organization as a whole. We also believe that you are poised to take on any challenge that comes your way and your experience at AppViewX will add enormous value to your professional growth.

Feel free to reach out to us in case you have any queries.

A mutually enriching journey is all set to begin!

Best wishes for a great start and a splendid career at AppViewX!

With Best Regards,

Designed by

10051622000000
Swathi Madan
Director - Human Resource

AppViewX Private Limited

Module No-107, 1st Floor, E, Coopers

Infotel Park, Coimbatore - 610014

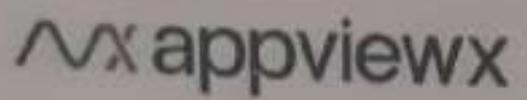
CIN No. U72900T22038870027036

+91 4221414555

hr@appviewx.com

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Rahul M
Door No 2/335 Thetuku Thotta Salai,
Myleripalamyam,
Coimbatore 641 032
Tamil Nadu
9600226451
mrrahul21333@gmail.com

Date: November 1, 2023

Dear Mr.RahulM,

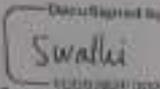
Congratulations to you!

It gives us great pleasure in inviting you to be a part of AppViewX.

I'm sure you would find AppViewX an enriching and exciting place to work in, and also hope that this association would be a long lasting one, providing immense value addition to you and the company.

You are welcome to the family of AppViewX!

Regards,
For AppViewX Private Limited

Digitally signed by

Swathi Madan
Director - Human Resource

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Offer Letter

Date: November 1, 2023

Dear Mr. Rahul M,

Warm Greetings!

We are pleased to offer you a career with AppViewX Private Limited ("AppViewX" or "Company") as **Engineer - Software Development II**. Our colleagues who interacted with you felt unanimously that you will be an asset to our company in realizing our vision.

Your compensation would be **Rs. 1200000 /- (Twelve Lakh Rupees Only)** per annum. However, the structure of your compensation may be altered / changed from time to time based on your performance.

You will be in probation for 6 months. Your employment is effective from the date of your joining and your initial posting will be decided upon successful completion of your Internship and graduation. Notwithstanding your initial place of posting, the Company (AppViewX) reserves the right to transfer / depute/second your service to any other division /location /department /segment /branch /unit /associated concern under the ownership of the Company or Group (AppViewX), if and when required.

This offer of employment is subject to the following:

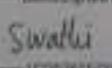
- Your sending confirmation of acceptance to this offer within 3 days
- Your joining date will be decided upon successful completion of your Internship and graduation
- Submission of necessary documents, education certificates & other testimonials at the time of joining.
- Your character antecedents/ references checks being found satisfactory in all respects.
- Successful completion of background verification as per company policy.

If the terms and conditions stated in the offer are acceptable, please sign the duplicate copy of this letter as a token of your acceptance and return it to us indicating your proposed date of joining within 3 days of receipt of this offer.

Best Wishes,

Yours Sincerely,

For AppViewX Private Limited

Digitally signed by

Swathi Madan
Authorized Signatory
Swathi Madan
Director - Human Resource

Enclosures:

- 1) Annexure-I (Conditions of Offer)
- 2) Annexure-II (Compensation Breakup)
- 3) Annexure-III (Compensation Details)

AppViewX Private Limited

Module No-50F, 3rd Floor, 11C3562

Fiber Park, Coimbatore -641024

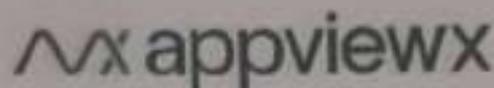
CIN No: U72908T2006FTC027920

+91 94233 454 2338

privacy@www.appviewx.com

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Annexure-I

Conflict of Interests:

This employment is offered to you on a full time basis. During the period of employment, you shall not work directly or indirectly, either on full time or part time basis, for any other person, firm, company or otherwise, either with or without remuneration, nor you shall engage yourself directly or indirectly in any trade or business, either in the capacity of partner or adviser or in any capacity. In the event of breach of this condition, your services will be liable to be terminated by the company with immediate effect.

Retirement:

You will retire from the service of the company on reaching the age of 60 years. For determination of age, the details in the documents submitted by you at the time of joining will be deemed to be final and binding.

Confidentiality:

In consideration of the position offered to you, you will be dealing with confidential and proprietary information including but not limited to the trade secrets, business plans, customer information and business or company information belonging to the company and its clients, which should be treated in a confidential manner and not divulged to anybody. In order to protect the confidentiality and the trade secrets considering the special nature of your employment and based on such knowledge gained by you during employment with us, you will be required to execute an agreement to ensure confidentiality of the confidential and proprietary information of the Company.

Non-Compete:

You expressly agree that during the period of employment with us, you will not take up employment either directly or indirectly in any industry engaged in the business involving similar product / servicing and/ or take up any consultancy work or set up independently any servicing center to cater to the needs of the above business/service. To the extent, you receive any Proprietary Information prior to my employment start date, you shall hold such Proprietary Information in confidence and not disclose it outside the Company, use it only for the purpose for which it was disclosed, and treat it in accordance with the terms and conditions of this Agreement.

Non-Solicitation:

In the event the you leaving or separated from the Company's service you shall not solicit, either directly or indirectly, business from or undertake with any customers of the Company for a period of one year from date of separation. In addition, you shall not solicit, hire and engage either directly or indirectly, employees from AppViewX or any of its group companies for a period of one year from date of cessation of your employment.

Ownership of Intellectual Property:

You acknowledge that all original works of authorship which are made by you (solely or jointly with others) and which are protectable by any Intellectual Property (IP) Rights including copyright are "works made for hire," and AppViewX shall have exclusive and full IP rights over the same. AppViewX also gets exclusive IP Rights over the patents application, if any, filed by you during the course of your employment.

Deputation Agreement:

Based on business requirements, you may be deputed to customer site within India or abroad for Project Assignments to serve our clients directly at their site where project are undertaken. In such case, you shall be required to enter into an Deputation Agreement which would inter alia state that the employee shall serve the company for a minimum period, post completion of Project Assignments. You shall be bound by the rules and regulations applicable to the clients and strictly adhere to the non-disclosure terms of the customer.

AppViewX Private Limited

Module No-107, 10th Floor, D.C.11522

+91 94221414 2055

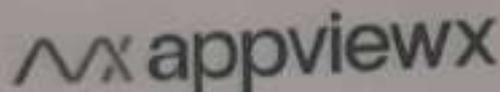
Heart Park, CyberPark-541023

supportteam@appviewx.com

CIN No: U72900GJ2016PTC029586

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Policies:

You shall abide by the Policies, Rules and Regulations framed by the Company from time to time which is with respect to but not limited to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules and regulations which also forms part of these terms of employment. Company reserves its right to alter/change the said policies from time to time without any notice and the same shall be applicable as and when such changes are effected

Representations made:

You are appointed on the basis of the representation made or facts disclosed in your application for appointment. In case of any fact or representation is found to be wrong or considered to be cancelled, it shall invalidate the appointment and shall deem to be automatically cancelled and company reserves its right to initiate appropriate legal action.

Terms of this offer are strictly confidential between you and the company and any breach of this confidence will be viewed with utmost seriousness.

Termination of Employment:

Either party can terminate this employment by serving a notice of minimum two months. The company may at its absolute discretion make a payment representing Basic salary in lieu of notice of termination. Notwithstanding any other provision in this agreement, the company may terminate your service summarily and without notice for Serious Misconduct, Gross Negligence, Misbehavior, Non Performance or any violation of the agreement terms.

Leave:

AppViewXians are entitled for 9 days of Casual/Sick Leave and 13 days of Privileged leave per Calendar year prorated based on their Date of Joining. Additionally Maternity/Paternal, Bereavement and CSR leave is applicable as appropriate.

Holidays:

All employees are eligible for 9 Public and 1 Floating holiday per Calendar year.

Work Hours:

At AppViewX, we believe that a healthy work-life balance inspires us to be the best and do the best work. Driven by our belief of freedom with responsibility, employees can enjoy the benefits of flexible work arrangement that supports their lifestyle.

AppViewX Private Limited

Module No-101, 1st Floor, EL-0362

Sector 8, Cyberpark -441014

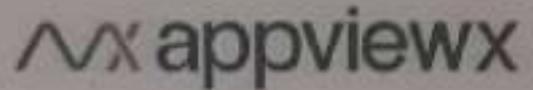
CIN No: U72900727026PTC027981

+91 18221434555

care@viewx.com

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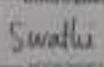
www.appviewx.com



Annexure-II (Compensation Break-Up)

Name: Rahul M Designation: Engineer - Software Development II Band: I

Component	Annual (INR)
Basic	490000
House Rent Allowance(HRA)	196000
Flexible Allowance	247031
Company Performance Index (CPI)	24000
Individual Performance Index (IPI)	96000
Retention Pay	100000
Employer PF	23400
Gratuity	23569
CTC	1200000
Deduction:	
Employee PF	21600
Annual Net Salary	1011431
Monthly Net Salary before TDS & Prof Tax	84286

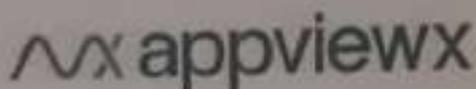
Digitally Signed by

 Swathi Madan
 Director - Human Resource

*Benefits

Group Health Insurance Scheme	In Patient Insurance coverage for AppViewXian and dependents (Spouse and upto 2 children) with Sum Insured INR 5Lakhs
Group Personal Accident Insurance Scheme	Sum Insured: 4 time of CTC or 1 crore
Hybrid Work Allowance	You will be eligible for an additional allowance of INR. 1500 per month to support the Hybrid work model.
Important: Please note that any components/ benefits mentioned herein shall not be construed as a part of your annual salary and may be modified or withdrawn by Appviewx, at any point in time.	

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Annexure-III (Compensation Details)

Salary Component	Description
Basic Salary	Basic salary is calculated at 50% of Gross Salary. This component is Fully taxable and employees will not be able to make changes.
House Rent Allowance (HRA)	HRA is calculated at 50% of your Basic if you are accommodated in Metro cities (Delhi, Mumbai, Kolkata and Chennai) as per Income Tax Rule and 40% for rest of the cities. You can avail Tax exemption under HRA upon providing rent receipts, house lease agreement as appropriate.
Flexible Allowance	Flexible Allowance consists of the balancing amount and can be opted among the following components for Tax Exemption.
1. Meal Voucher	Meal card can be availed at INR 1100 or INR 2200 per month which can be tax exempted under Income Tax Law.
2. Children Education Allowance	Applicable for employees whose children are in school with a cap limit of INR 100 per children per month for upto 2 children.
3. Mobile Reimbursement	Landline or Postpaid Mobile bills on actual or INR 1000 per month whichever is lower can be availed as Reimbursement by submitting bills in the name of the employee.
4. Internet Reimbursement	Internet, Broadband bills on actual or INR 1000 per month whichever is lower can be availed as Reimbursement by submitting bills in the name of the employee.
5. Books and Periodicals	Can be availed by submitting the bills on actual or INR 500 per month towards the purchase of books/e-books, newspaper subscription, periodicals, journals relating to Academic / Professional development.
6. Leave Travel Allowance (LTA)	Actual travel fare incurred by an employee, for journey undertaken by the employee and his family to any place in India is exempt from tax. This exemption can be availed of two journeys made in a block of four calendar years.
7. Employer NPS	Employees can opt to join National Pension Scheme to avail tax deduction under Section 80 CCD (2) of Income Tax Act. This is made through the employer with a min contribution of INR 500 or 1% upto a maximum of 10% of basic pay.
Provident Fund	AppViewX will contribute to the above said amount as per Annexure II every month towards Employer's contribution to your Provident Fund.
Voluntary PF	Employees can opt for VPF to avail tax deduction under section 80 C of Income Tax Act. According to the policy, the investor can enjoy a tax break of upto INR 1,50,000/- as stipulated by Section 80C of the Indian Income Tax Act. Employee can contribute a maximum of 100% of basic salary which is more than the conventional PF ceiling of 12% which is also mandated by the government. Once an employee has opted for VPF, he cannot discontinue the investment mid-year.
Gratuity	You will be eligible for gratuity (@ 4.81% of basic salary) in accordance with the gratuity rules applicable.
Variable Compensation (CPI & IPI)	Performance linked variable compensation shall be payable as given in breakup of Compensation structure as per Annexure II. The amount and the percentage of variability may be subject to change in future. As per performance management policy, the yearly components of the variability will be released once a year as per the current compensation and benefit cycle.
Retention Pay	This retention bonus will be paid to you on a Monthly basis along with your salary. In the event of termination of employment at your instance, the amount disbursed till the day of separation will be adjusted/ recovered along with your full and final settlement. The date of termination of employment for this purpose is date on which you serve the notice of termination to the Company. Your relieving/experience letter will be issued only upon settlement of all the dues.

AppViewX Private Limited

Module No: 07, 3rd Floor, A, Cyber

Total Park, Connaught Place

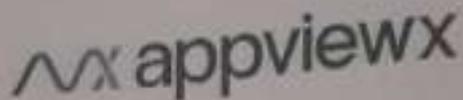
Delhi No: 011-26652000/20027886

+91 9820142423

appviewx@appviewx.com

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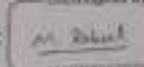
Acceptance of Offer

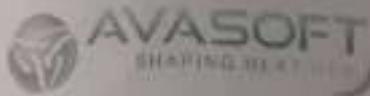
I hereby declare that I have read and understood all the pages of the above offer dated November 1, 2023 along with its enclosures, issued to me and herewith confirm my acceptance of offer to join AppViewX Private Limited.

Name: Rahul M

Designation: Engineer - Software Development II

CTC: Rs. 1200000

Signature: 
Date: November 10, 2023



February 2024

Mr. Rajadurai S
21 N/3, Thiyagi kumaran street,
Thanneer Pandal, Peelamedu
Coimbatore - 641004

Dear Rajadurai,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. 500000 CTC per annum is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be Rs. 500000 subject to Tax deduction. Further details are furnished in Annexure-1

Confidentiality and Non-Disclosure

You are required to maintain the highest level of confidentiality regarding the company's affairs. This includes keeping all information, instruments, documents, and any other materials related to the company that you become aware of during your assessment period. Furthermore, you must not disclose any confidential information in accordance with the "Non-disclosure and Confidentiality Policy"

AVA Software Pvt. Ltd.,

Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>

Conflict of Interest Guidelines

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The company will provide insurance coverage with a sum assured of Rs. 3,00,000/- per annum per individual as specified in the policy. Additionally, employees have the option to extend this coverage to their parents, spouse, and up to two children at the negotiated AVASOFT prices, with a sum assured of INR 300,000 per individual annually. The entire premium amount of parents, spouse and children will be

(deducted from the employee's net salary on a monthly basis. Further details will be provided during the onboarding process.

- i. In the event that an employee claims insurance but leaves the company before the policy term is completed, the outstanding premium amount must be settled during the exit process and the insurance coverage will be considered void post the exit process.
- ii. If benefits were not utilized during the employment tenure and the employee leaves before the policy term concludes, the insurance coverage will be considered void, and no payment will be required.

Visa

Any employee, having initially demonstrated their interest and enrolled in any type of visa application procedure and later communicates their intent to withdraw from said process, concerned individual shall bear financial liability for all pertinent costs borne by the company. These costs shall encompass not solely the expenditures associated with the visa application and processing, but shall additionally extend to cover transit expenses. The financial obligation further includes the comprehensive assessment of the efforts and time invested by company resources in managing and facilitating the visa process, thereby quantifying the damages caused.

Termination & Recovery

- i. The Company may terminate this contract and the Employee's employment at any time.
- ii. Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- iii. The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to pay the training cost a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty Thousand only) to the employer.

AVA Software Pvt. Ltd.,

Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>

- 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.

AVA Software Pvt. Ltd.,

Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai-600 130

Website: <http://www.avasoft.com>

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The employee must serve the notice period fully/partially even after their agreement period or internship is completed if they are allocated in client projects. The waiver of notice period fully or partially during the internship/employment is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

Professional Ethics:

As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft or 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

AVA Software Pvt. Ltd.,

Alpha City (SSPDL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>

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

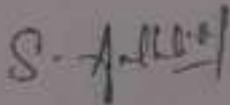
Any dispute that arises between parties will be subjected to exclusive jurisdiction of courts in Chennai alone.

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 01-Feb-2024.

Sincerely,



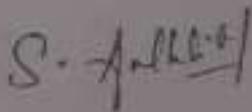
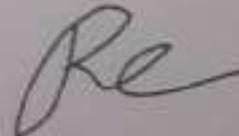
Anthea Vicky

Human Resources

Compensation Break Up		
Name		
Rajadurai S		
A – Base Component		
	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowance	1250	15000
Conveyance	1600	19200
Leave Travel Allowance	1300	15600
Other Allowance	4883	58600
Total of B	9033	108400
C – Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
D-Benefits		
Benefits	8333	100000
Total of D	8333	100000
Total (A+B+C+D)	41666	500000

For AVA SOFTWARE Pvt. Ltd.,

To AVA SOFTWARE Pvt. Ltd.,

Anthea Vicky

Rajadurai S

Human Resources

Trainee Engineer

AVA Software Pvt. Ltd.,

Alpha City (SSPOL), 3rd Floor - Beta Block, Navalur, Chennai 600 130

Website: <http://www.avasoft.com>

STRICTLY PRIVATE & CONFIDENTIAL

November 14, 2023

Rogith N

43,MUTHUGOUNDENPALAYAM,THANNEERPANTHALPALAYAM,KANJIKOVIL,ERODE,TAMILNADU

PERUNDURAI

SUBJECT: Internship Letter

Dear Rogith,

Thank you for investing your time to pursue an opportunity with Schneider Electric. We are delighted in offering you an internship with Schneider as an "Intern". Following are the terms and conditions connected with your Internship:

1. Compensation & Benefits:

During the period of internship, you will receive a stipend of Rs. 420,000.00/- per annum. Stipend would be monthly credited to your bank account on pro rata basis for the duration of your internship. You will not be entitled to any other allowances or benefits during this period.

2. Internship Conditions:

Your internship will be governed by general service conditions as below:

- a) **Internship Period:** The internship shall be for a period of 6 Months starting **January 15, 2024**. During the internship, you will be under the Guidance of **Avinash Ramnath** at Schneider Electric.
- b) **Working Hours:** The regular working hours will be from Monday to Friday starting from 8.00 a.m. to 5.00 p.m.
- c) **Leave:** You will be entitled for one day leave, each month during the period of internship. Leave can be availed based on the approval of the concerned Manager.

d) **Code of Conduct:** You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all time act bearing in mind the best interests of the company.

e) **Termination:** During the internship period, however, the company has the sole right to terminate your services without giving any notice in case of low performance or disciplinary issues.

f) **Confidentiality:** In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the company. Therefore, you have to ensure that you maintain confidentiality of all the information made available to you during the internship programme, and also you shall not divulge or disclose any such Confidential Information even after the completion of the internship programme directly or indirectly without explicit consent of the Company.

g) **Protection of Interest:** If you conceive any new or advanced methods of improving process / formulae / system in relation to the operation of the Company, such development should be fully communicated to the company and will be and remain sole right / property of the company.

h) During the period of internship, the company will be at liberty to extend the internship period, if it so desires at its sole discretion.

i) You might be considered for regularization of services, i.e., Pre-Placement Offer, in the company based on your performance during the internship and subject to requirement of the Company.

j) In the event of discontinuation of internship, either side will give a prior notice in writing. However, your notice of discontinuation shall be subject to the terms and condition stated in the Service Agreement.

k) Your stipend payment term is strictly confidential between you and the Company, you will be obliged to maintain absolute secrecy of the terms and conditions.

1. Our Principles of Responsibility

As an intern of the company, you shall always abide by the Principles of Responsibility of the company, a copy of which shall be separately provided to you. You understand clearly that any conduct which is not compliant to the said Principles shall be treated gross violation of the terms of your internship with the company.

In particular you shall inter- alia comply with the following

1. CONFIDENTIALTY

a. You understand and agree that the Company is engaged in a highly competitive business, that the Company has invested considerable resources of its time and money in developing its products, services, supply sources, vendors, goodwill, clients, techniques, client lists, manuals, software, drawings, designs, technical data tools, records, documents, and other trade secrets and confidential information; that the success of the Company depends, among other things, upon maintaining strict secrecy of the Confidential Information and that upon and during your Internship the Company has provided and will provide you access to and valuable knowledge. Regarding the Company's trade secrets and confidential information, and that the Company's willingness to employ you and to provide you access to its trade secrets and confidential information is strictly conditioned upon:

- (i) the protection of the Company's trade secrets and confidential information for the Company's sole and exclusive benefit,
- (ii) the retention of your expertise for the sole and exclusive benefit of the Company, and not for any competitor, and
- (iii) the protection of the Company against your use for the benefit of any competitor of the valuable skills you will acquire, develop and/or refine by virtue of Internship with the Company under this Agreement

You will not at any time, without the consent of the Appointing Authority, disclose or divulge or make public except on legal obligation any information about the Company's business and affairs or secrets whether the same may be confided to you or become known to you in the course of your internship with the Company or otherwise, to any other individual or institution or any customer, while in the services of the Company or even after your internship.

b. You shall not, without the prior written consent of the Company (which may be given or withheld at the absolute discretion of the Company), whether directly or indirectly, publish any opinion, fact or material or deliver any lecture or address or communicate with any representation of the media or at any public forum any Confidential Information

c. You acknowledge and agree that in the event of any breach of any covenant or promise set forth herein, the Company shall be entitled to seek judicial remedies for the redress of such breach, including, without limitation, the right to seek injunctive relief.

The term "Confidential Information" as used in this Agreement shall mean and include any information, manufacturing process, data, drawings, designs and know-how, marketing strategy, customer databases, vendor details, client lists, manuals, records, employee information, documents relating to the business of the Company or that of any parent, subsidiary or affiliate of the Company (Group Company) that is disclosed to or made available to you as the Intern by the Company or known by you as a result of your Internship with the Company and not generally within the public domain (whether constituting a trade secret or not).

2. INTELLECTUAL PROPERTY RIGHTS

Any inventions in whole or in part conceived, made or reduced to practice by you (either solely or in conjunction with others) during or after the term of your Internship with the Company which are made through the use of any of the Confidential Information of the Company or any of the Company's equipment, facilities, supplies, trade secrets or time, or which relate to the Company's business or the Company's

research and development, or which result from any work performed by you for the Company shall belong solely and exclusively to the Company and shall be deemed part of the Confidential Information for purposes of this Agreement, whether or not available in a tangible medium of expression. Without limiting the foregoing, any such inventions will be deemed to be "works made for hire" and the Company will automatically be deemed to be the owner thereof, provided that in the event and to the extent such works are determined not to constitute "works made for hire" as a matter of law, you hereby irrevocably assign and transfer to the Company all right, title and interest in and to any such inventions, including but not limited to all related patents, copyrights and all applications therefore and filings and notifications with respect thereto.

3. GENERAL CONDUCT

You shall abide by all intern related rules, regulations and policies as may be in force from time to time. Details of the general rules of the Company and the provisions relating to other benefits are contained in the Handbook which shall be provided to you.

You shall follow the guidelines as per the Company's Code of Conduct, including but not limited to:

- (i) all official procedures of the Company
- (ii) immediately inform your superiors of any risks known to you,
- (iii) not accept any monetary/non-monetary gift, reward, payment or benefit from any supplier or customer of the Company,
- (iv) not make any offer or grant any payment or benefit to any person or organization in exchange for obtaining any contract or orders,
- (v) not hold any personal interest in any supplier or a competing business with any person,
- (vi) comply with the confidentiality covenants contained herein,
- (vii) avoid any behaviour or action which harms or may harm the integrity or interests of the Company,
- (viii) In case of possession of price-sensitive information, such information may only be used in the proper execution of your assignment and duties.
- (ix) act independently, professionally and honestly with all external business contacts, if any,
- (x) avoid conflict of interest, entangling professional and personal interests, or any appearance of such entanglement,
- (xi) not enter into private transactions with suppliers and other business contacts of the Company (such as brokers) and not enter into transactions for and on behalf of the Company on terms and conditions other than those used by the Company in the normal course of business,
- (xii) you shall obey the lawful and reasonable orders of your superiors and discharge your duties entrusted to you loyally, honestly and diligently,
- (xiii) you shall work in cooperation and coordination with other employees/ interns so as to facilitate an efficient workflow
- (xiv) If it is found that you have misrepresented any information in your application for Internship or at the time of interview or have furnished any false information or have concealed or suppressed any relevant material facts, your internship is liable to be terminated with immediate effect, without any notice or compensation in lieu thereof.

4. **Equal Opportunities:** The company and its policies actively promote the principles and practices of equal opportunity in the workplace. Harassment and discrimination of any form is taken seriously and may result in termination of Internship.
5. As a rule, all internal Employees of the Company are forbidden from receiving gifts in any form, either monetary or in kind or interests from outside parties having interest in or doing business with the Company.
6. As a representative of the Company you must avoid actions that could reasonably be expected to adversely affect, or to give the appearance of adversely affecting, the independence and objectivity of your judgment, interfere with the timely and effective performance of your duties and responsibilities, or bring discredit to the Company.
7. You shall be responsible for safe keeping and return in good condition and order, all Company property entrusted in your care and charge. The Company reserves the right to deduct the money value of such articles or take such action as may be deemed proper, in event of failure to account for such property to its satisfaction.

Above conditions have been explained to you, and after seeking appropriate advice you have confirmed your understanding of the same in clear terms. You acknowledge the above conditions as absolutely reasonable in scope, time and absolutely necessary for the protection of the Company's legitimate interests and agree that the knowledge of Company's Confidential Information and trade secrets to which you will gain access constitute a good, sufficient and adequate consideration for the same. Any breach of the above shall be considered as a material breach of contract and Schneider Electric or its Group Company reserves the right to take appropriate legal action for remedy of the same.

4. Pre-condition for Internship:

This letter is issued on the understanding that all the information given by you in our application is correct, true and complete. If it is found at any time that the information given by you is not correct and true and/or you have knowingly suppressed any information, or there is any misrepresentation about education, academic background or any other information, the Company will have the right to discontinue your internship with immediate effect without any notice or compensation. This offer stands cancelled if you do not join on the reporting date unless agreed otherwise by the Company in writing.

We are excited to welcome you to the Schneider family.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Thanking you,

11/23/23, 5:50 PM

Offer Content

Yours Sincerely,
For and on behalf of
Schneider Electric India Private Limited



Anoop Hiwale
Director - Talent Acquisition, Greater India

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered Internship with the company. I am under no obligation or duress to accept these terms and conditions of Internship. I accept them of my own free choice and will.

Accepted by: Rajith N

Signature



Date:

28/11/23

JOINING FORMALITIES

At the time of your joining, you are requested to bring the following original certificates along with photocopies (A4 size only)

PERSONAL CREDENTIALS	No. OF COPIES
Resume	1
Passport sized photographs	2
PAN card photocopy	1
Passport photocopy	1
Driving license photocopy / ID proof	1
Educational certificates since Class 10 th till your last qualification	1

It is the policy of Schneider Electric to provide equal employment and advancement opportunities to the areas of recruiting, hiring, training, transferring and promoting all qualified individuals regardless of race, religion, color, gender, disability, national origin, ancestry, age, military service, marital status, or any other legally protected characteristics or conduct.

Offer electronically accepted by N. Rogth
Offer electronically accepted on: Nov 23, 2023 5:49 PM
Offer electronically accepted from: 117.213.98.225

TOSHIBA

Mr. Shivananth Arun
Coimbatore Institute of Technology,

14th October 2023

Offer for Internship

Dear Shivananth Arun,

This has reference to the discussion you had with us on 22nd July 2023 at TSIP, Bangalore. We are pleased to offer an Internship in our Company from 2nd Jan 2024 till 3rd July 2024. You shall receive a consolidated stipend of **Rs. 40,000/-** (Forty Thousand only) per month during this period. Tax shall be deducted as per Income Tax Act.

You shall report on 2nd Jan 2024 at our Registered Office, # 3A, "Essae Vaishnavi Solitaire", 3rd Block, Koramangala, Bangalore - 560034, failing which this Offer for Internship shall be treated as withdrawn. You will be required to enter into a non-disclosure agreement subsequent to your joining the Company.

Yours truly

For Toshiba Software (India) Pvt Ltd.



Prem Gopinathan Nair
Senior Director - Human Resources

Toshiba Software India Pvt. Ltd.
Registered & Corporate Office
3A "EssaeVaishnavi Solitaire" 3rd Block,
Koramangala, Bengaluru, Karnataka 560034
Tel: +91 80 41803500 / 3700 Fax: +91 8041101650

Oct 20th 2023

No 7, Rajiv Gandhi Nagar Extn Phase 2,
Pazhankoundampudur, Vadamarural, Coimbatore - 641 017

Dear Shreyaa Viswanathan

Congratulations! We are glad to offer you a Internship position with MIQ Digital India Private Ltd (hereinafter referred to as the "Company"), on the following terms and conditions:

1. You will be designated as Intern, at our Bangalore location
2. You are requested to join us on or before **Jan 3rd 2024**
3. Tenure of your internship will be for a period of **6 Months** starting from your date of joining
4. Your stipend will be INR 40,000 per month. Your compensation at company will be subjected to deduction of taxes at source in accordance with the prevailing income tax regulations and applicable laws.
5. Confidential information: During your employment, you will have access to and will be entrusted with confidential information and trade secrets relating to the business of the Company or its business contacts. "Confidential information" shall mean any information or matter which is not in the public domain (except as a result of your breach of this agreement) and which relates to the affairs of the Company or any of its business contacts and includes; but is not limited to, information and secrets relating to:
 - a. corporate and marketing strategy, business development and plans, sales reports and research results;
 - b. business methods and processes, technical information and know-how relating to the Company's business, which is not available to the public generally, including inventions, designs, programs, techniques, database systems, formulae and ideas;
 - c. business contacts; lists of customers and suppliers and details of contracts with them and information on employees and the terms of their employment;
 - d. income, expenditure levels and employees' remuneration;
 - e. budgets, management accounts, trading statements and other financial reports; and
 - f. any document marked "confidential"

You may not during your employment (except as necessary and as required by the proper performance of your duties) or afterwards (except with the prior written consent of a Director or as required by law) use or disclose any confidential information or trade secrets concerning the business of the Company or its business contacts or in respect of which the Company may be bound by an obligation of confidence to any third party.

You should also use your best endeavours to prevent the publication or disclosure of such confidential information or secrets.

These restrictions will apply after your employment has terminated, unless such information has become available to the public generally, otherwise than through your unauthorised disclosure

Shreyaa Viswanathan

SHREYAA VISWANATHAN

6. You hereby agree that Company may from time to time collect, store, process, use or disclose personal data (including sensitive personal data) relating to you insofar as may be necessary or desirable in connection with your employment by Company including sharing information with its holding/subsidiary/ associate companies or its customers and service providers. For the purposes of this clause "personal data" and "sensitive personal data" shall have the meanings ascribed to them under Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules 2011. You agree to regularly update your personal data made available to Company and confirm to the accuracy and correctness of the personal data furnished by you.
7. That in case any dispute or difference arises in respect of the interpretation of your terms and conditions of service, or about any act or omission on your part, the decision of the management in that matter shall be final and binding on you. All disputes are subject to exclusive jurisdiction of the courts of Delhi.
8. During your internship, both you and MiQ will have the option to exit the internship with a written notice of 15 days.
9. The company also might extend the internship with a mutual agreement as need arises.
10. If you are absent from work for more than 8 consecutive days without prior notice, MiQ will terminate your internship contract with immediate effect.

Please sign the offer on all sheets at the bottom on the right corner and return to the undersigned within forty-eight (48) hours (Oct 22nd 2023) of receipt of the internship offer, as your acceptance.

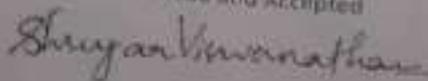
We are delighted to welcome you to MiQ and we wish you a long, successful career with us! If you have any questions, feel free to reach out at any time.

Sincerely,



Ramya Parashar
Chief Operating Officer

Read and Accepted



SHREYAA VISWANATHAN
(Name & Signature)

STRICTLY PRIVATE & CONFIDENTIAL

November 14, 2023

Shruthilaya S

4/125 KARUKONDAPALLI,BAIRAMANGALAM POST,KRISHNAGIRI TAMIL NADU-635113

HOSUR

SUBJECT: Internship Letter

Dear Shruthilaya,

Thank you for investing your time to pursue an opportunity with Schneider Electric. We are delighted in offering you an internship with Schneider as an "Intern". Following are the terms and conditions connected with your Internship.

1. Compensation & Benefits:

During the period of internship, you will receive a stipend of Rs. 420,000.00/- per annum.

Stipend would be monthly credited to your bank account on pro rata basis for the duration of your internship. You will not be entitled to any other allowances or benefits during this period.

2. Internship Conditions:

Your internship will be governed by general service conditions as below

a) **Internship Period:** The internship shall be for a period of **6 Months** starting **January 15, 2024**

During the internship, you will be under the Guidance of **Avinash Ramnath** at Schneider Electric.

b) **Working Hours:** The regular working hours will be from Monday to Friday starting from 8:00 a.m. to 5:00 p.m.

c) **Leave:** You will be entitled for one day leave, each month during the period of internship. Leave can be availed based on the approval of the concerned Manager.



Zoho Corporation Private Limited
Plot 140, 151, Estancia IT Park, Valluvarpet, Chennai,
Chengalpattu District, Tamil Nadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com

SEZ Unit

PROVISIONAL OFFER LETTER

To
Mr. SUGAN.C

Date: 9/11/2023

Ref No:
CIT/11/PT/1/2024

Congratulations!

Based on your various rounds of interviews with Zoho at your campus, we are pleased to offer you an internship opportunity as a "Project Trainee" as and when your final semester begins. We expect you to work on the project on a full time basis for a period of 5-6 months. During this project tenure you will be paid a stipend of Rs. 20,000/- (Rupees Twenty Thousand Only).

If your project work and conduct are found to be completely satisfactory and if Zoho has resource requirements, you may be considered for employment in accordance with Zoho's then current policy. The soft copy of the internship letter will be sent to your email id and the hard copies will be handed over to you on your date of joining.

It is our pleasure that you have chosen us and we look forward to welcome you aboard!

Good Luck!
[Signature]



Authorized Signatory



Ref: HR / 90 / 23-24

22/01/2024

Mr. K. Sugendhiran *

4/31 Mahaliyamman Street,

Ramanathapuram, Chinnathadagam

Coimbatore- 641108.

Sub: **Internship Offer Letter**

Dear **Sugendhiran,**

We are pleased to offer you the position of **intern Engineer** in our organization. This appointment is subject to the following terms and conditions. Upon acceptance a formal agreement elaborating the Non-competing and Non-Disclosure terms and conditions have to be executed. This letter of employment and offer letter is strictly confidential between you and the company.

We look forward to have mutually rewarding working relationship and your many contributions to the success of the team.

We welcome you to the **STEPS** family.

Yours truly,

Director



30-Nov-2023

Sugendhiran K,
4/31, Ramanathapuram,
Chinnathadagam post,
Coimbatore - 641108.

Subject: Offer Letter and Terms of Employment

Dear Sugendhiran K,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Development Engineer-I**.

You will be paid a Total Annual Compensation, Cost to the company (CTC) of (₹7,50,000.00 (Rupees Seven Lakhs and Fifty Thousand only) per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided Company's Family Medical Insurance for ₹3,00,000 and Employee Accidental Insurance Plan for ₹10,00,000.

You will be on probation for a period of twelve (12) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 06-Dec-2023. Kindly confirm your acceptance of this offer by 05-Dec-2023. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course.
2. You will be on probation for a period of twelve (12) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.
4. During your probation period, MBIT may immediately terminate your services without any compensation or notice thereof, if your performance/progress are found unsatisfactory or if you are in material breach of your responsibilities which is either (i) incapable of remedy; or (ii) if capable of remedy, has not been remedied by you within five (5) working days after receipt of notice from MBIT.

5. As the Company will be incurring considerable expenditure on your recruitment process and subsequent training, if you decide to leave the company within **two (2) years** of your full time employment for whatsoever reason or you are terminated by the Company due to breach of Company policies, you shall pay **₹3,00,000 (Rupees Three Lakhs only)** to the Company towards the expenses incurred for your recruitment, training and upskilling purposes. A service agreement to be entered in to for this purpose (Annexure - 2)
6. During your employment with the Company, either you or the Company can terminate the employment by giving one (1) month written notice or one (1) month of your gross salary in lieu of notice or decide whether your existing earned vacation or salary in lieu of notice period may be adjusted for the entire or partial notice period. In case, you terminate the employment with the Company, the Company reserves the right, if it is in interest of the business, to extend your notice period up to three (3) months.
7. Your performance will be measured by your team lead / reporting manager periodically. This performance is based on established task plan and timely completion of the task with established quality metric. Based on the evaluation and report submission from your team lead and reporting manager, your performance component will be evaluated and compensated as applicable.
8. MBit will monitor your performance and quality of deliverables and timely deliverable of any assigned task. If you are not meeting the expected quality, task time and performance, you will be given feedbacks and warnings. If you continue to fail to meet the expected performance and quality of the assigned task and fail to complete the task in a timely manner, your employment will be terminated without any compensation or notice thereof.
9. Your performance and contribution to the company, your attendance and punctuality will be an important consideration for salary increments and promotions. Salary increments and promotions are as per Company's Compensation and Promotion policy.
10. You may be required to sign a service agreement with the company if you are sent for any specialized training that may be required for upgrading your skills and knowledge in order to take up required responsibilities and assignments.
11. You have been given this letter of offer on the presumption that the particulars furnished by you in your application, resume and the supporting documents are correct. In the event the said particulars are found to be incorrect or that you have withheld some other relevant facts, your offer letter with the company shall stand terminated/cancelled without any notice.
12. Your employment will be subject to a background check in line with the Company's background check policy. If the background checks reveal unfavorable results, you will be liable to disciplinary action including termination of employment without any notice.
13. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of the Company as applicable to you and the changes therein from time to time.
14. As a full-time employee of the Company, you are not permitted to undertake any other business, assume any public office, honorary or remunerative without the written permission of the Company.
15. You may be required to work in shifts and/or in extended working hours as required. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.
16. Your current employment location is Chennai. However, the Company reserves the right to transfer you to any of its offices, under the terms and conditions as applicable to you at the time of transfer.

17. At the time of your joining, attested photocopy of the following documents should be submitted. Please bring the original copies for verification.
- a. Mark Sheets for X and XII Standards
 - b. Degree Certificate and mark sheets for all semesters including Post-graduate certificate and mark sheets if applicable
 - c. Certificate of any courses or training
 - d. 10 Passport size photographs with white background
 - e. Notarized affidavit undertaking that there is no criminal offence registered or pending against you
 - f. Copy of the passport if you have one or any other Government issued photo ID
 - g. Notarized photocopy of PAN card and Aadhar card.
 - h. Notarized Affidavit of Self Declaration.

We are confident MBit Wireless can offer you an interesting and rewarding career, and we look forward to your joining our team at the earliest.

For MBit Wireless Pvt. Ltd.

By:

G. RAMACHANDRA RAO

HR Department

I HEREBY ACCEPT THE CONDITIONS OF THIS LETTER OF OFFER AND AGREEMENT

Signature:

Print Name:

Anticipated Joining Date:

Annexure - 1

CTC Breakup Structure		
Component category	Monthly	Annual
Fixed Compensation		
Basic Salary	16,666	1,99,992
Bouquet Of Benefits	20,600	2,47,200
Annual Components/Retirals		
Performance Pay*	4,167	50,000
Health Insurance**	1,649	19,788
Provident Fund	1,950	23,400
Gratuity***	802	9,620
Total of Annual Components & Retirals	8,567	1,02,808
Retention Component****	16,667	2,00,000
TOTAL CTC	62,500	7,50,000

OTHER INFORMATION

All salary components/benefits are governed by the latest company policies and statutory guidelines.

Income tax will be deducted as per applicable rules of the Income Tax Act.

Professional tax will be deducted as per rates specified by the Corporation authorities.

* Performance Component (PC): This component will be paid after confirmation of the employment in the succeeding year by four installments on 3 months' gap. Your performance will be evaluated by your reporting manager. If your yearly performance is greater than 95%, you will get performance component on prorata basis otherwise you will not be eligible for that year PC. Also, if you are under notice period, you will not be eligible for PC and will not be paid PC.

**Company's Family Medical Insurance for Rs. 3,00,000 and Employee Accidental Insurance Plan for Rs. 10,00,000. These benefits are optional and subject to change.

*** Gratuity payment will be in accordance with Statutory Acts and Norms.

****Retention Component (RC): Retention component will be paid after successful completion of probation period within a succeeding year by two installments on 6 months gap. If you are under notice period, you will not be eligible for RC and will not be paid RC.

Please Note: This compensation plan is confidential not to be discussed with anyone except HR & Finance officials of the Company.



BOSCH

* Personal and Confidential *

Mr. Sujan S K

CIT Coimbatore - Coimbatore
Institute of Technology -
Coimbatore

Bosch Global
Software Technologies
Private Limited,
123 Industrial Layout,
Hosur Road, Karamangala,
Bangalore - 560 095, India.
Tel: +91 80 8657 5757
Fax: +91 80 8657 1484
CIN: U72405KA1997PTC023164
www.bosch-india-software.com

Our reference: B.E./B.Tech

Date: 12-Dec-2023

Dear Mr. Sujan S K,

SUB: OFFER LETTER OF INTERNSHIP

With reference to your application and the interview you had with us, we, **Bosch Global Software Technologies Private Limited** ("Company") are pleased to inform you that you have been selected as a "Student Trainee" in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Student Trainee in our establishment in "MS/ECU6-PS" and during the course of internship, you shall be under the guidance of Soundararajan Ramachandran (MS/ECU6-PS). You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements.

2. Duration of Engagement:

The internship period will be from **19th Jan 2024 to 5th April 2024** unless the company extends the period of your engagement in writing; your engagement shall automatically stand terminated on the end date. Please note that the company reserves its right to terminate the internship at any point of time with a notice of 15 days. In case you wish to prematurely exit the internship, a notice of 15 days must be given, and you must also furnish the concurrence from the college placement team.

Registered office: Bosch Global Software Technologies Private Limited, 123, Industrial Layout, Hosur Road, Karamangala, Bangalore - 560095, India
Managing Director: Mr. Dhanu Selagame

©Bosch Global Software Technologies Private Limited reserves all rights even in the event of industrial property. We reserve all rights if disposed such as copying and passing on to third parties.

3. Scholarship:

You will be paid a stipend of Rs 25000 per month (Twenty Five Thousand rupees only), for the period of internship. Other than the above, you will not be entitled to receive any other payment / allowance.

4. Other terms & conditions:

4.1 You will be entitled to take 1 day general Leave (GL) per month. Other holidays shall be at par with on-roll employees.

4.2 Confidentiality:

(i) During the internship or after completion thereof you shall not divulge, disclose or impart to any person / any organization, any Confidential Information (as defined hereafter) of the Company which may come to your knowledge during the course of internship. "Confidential Information" shall mean any information concerning the business, finances, operations or any other transactions or affairs of the Company including without limitation any trade secret, data, proprietary information and any other documentation.

(ii) No rights, license is either granted or implied to have been granted by the conveying of Confidential Information to the Intern.

(iii) Intern agrees that he/she shall use the Confidential Information only in respect of Internship assignments.

(iv) Intern hereby agrees not to retain at his/her end any Confidential Information on expiry/termination of the Internship and shall not transfer, copy any Confidential Information in his/her personal device. Intern shall promptly return or destroy all Confidential Information of the Company and, if required, certify in writing as to the destruction of (without retaining any copy), all Confidential Information (and copies and extracts thereof).



4.3 You will be subject to the rules and regulations of the Company in force from time to time as applicable to on-roll associates. Additionally, you are expected to follow the safety norms laid down by the Company.

4.4 The offer of internship is on the understanding that all the information given by you in your application form is correct, true and complete. If it is found at any time that the information given by you in the application form is not correct and true and or you have knowingly suppressed any information, the Company will have the right to discontinue your internship at any time and without any notice (as per clause 2 above) or stipend (as per clause 3 above).

4.5 Intellectual Property Rights:

(i) You hereby agree and confirm that all works involving any invention, development, improvement in product, process created, developed by you either alone or in collaboration with any other associate, during the course of your internship with the Company ('IP') shall be owned by the Company exclusively.

(ii) You shall assign to the Company any invention that you may develop during the course of your internship with us and the Company shall be free to deal with such invention as it may deem appropriate.

(iii) Company may require you to execute such documents as may be necessary to fully assign the ownership and rights in the IP to the Company, which you hereby agree to execute without any demur or reservation. Unless Company decides otherwise, on a case-to-case basis, stipend paid to you shall be deemed as adequate consideration for assignment of IP.

4.6 Your internship does not implicitly entitle you to seek any form of employment with the Company.



5. Data Protection:

We are responsible for compliance with the laws on data protection (e.g. National General Data Protection Regulation (GDPR) etc). Therefore, we obligate you to process personal data only in accordance with the confidentiality obligation for the protection of personal data as follows:

Declaration of Confidentiality for the Processing of Personal Data

The processing of personal data is subject to legal requirements. Personal data shall therefore only be processed on directive. Next to individual directives of your Manager, the following are to be considered as directives: central directives, process descriptions, company agreements, guidelines and further operating regulations. These include protection measures for personal data.

The binding principles relating to the processing of personal data for the Bosch Group are in essence the following:

Personal data shall be:

- processed lawfully, fairly and in a transparent manner in relation to the data subject (individual to whom the personal data pertains- also known as data principal in India) ('lawfulness, fairness and transparency'),
- collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes ('purpose limitation'),
- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed ('data minimization'),

- accurate and, where necessary, kept up to date: every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay ('accuracy').
- kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed ('storage limitation').
- processed in a manner that ensures appropriate security of the personal data, including protection against unauthorized or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organizational measures ('integrity and confidentiality').

While reporting, please bring the following:

1. 2 Passport size photographs
2. 2 copies each of your educational certificates
3. Original bona-fide certificate
4. Proof of Identity and residence
5. The original documents (except bona-fide certificate) will be returned to you after verification.

Bosch Global Software Technologies Private Limited

pki, BOSCH,
APAC, B, E,
Bellur.Mohan

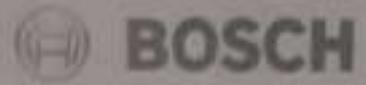
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B, E, Bellur.Mohan
Date: 2023.12.13
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Bellur Mohan Nanjundiah
General Manager
(Human Resources)

pki, BOSCH,
APAC, M, A,
Madhura.H

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pki, BOSCH, APAC,
M, A, Madhura.H
Date: 2023.12.13
10:47:25 +05'30'

Madhura H
Assistant Manager
(Human Resources)



Please sign and return copy of this letter as a token of your acceptance of the above terms and conditions at the time of your joining.

I accept the above terms and conditions and confirm that I will report as student trainee on 19/01/2024

SUJAN S K

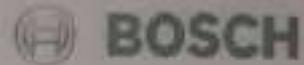
Name

A handwritten signature in dark ink, appearing to be 'Sujan S K', written over a grey rectangular background.

Signature

14/12/2023

Date



* Personal and Confidential *
Mr. Sujan S K

CIT Coimbatore - Coimbatore
Institute of Technology -
Coimbatore

Bosch Global
Software Technologies
Private Limited,
123 Industrial Layout,
Haveli Road, Karamangala,
Bangalore - 560 095, India.
Tel: +91 88 6657 2252
Fax: +91 88 6657 1404
CIN: U72400KA1001997C023164
www.bosch-software.com

Our reference: B.E./B.Tech

Date: 12-Dec-2023

Dear Mr. Sujan S K,

SUB: OFFER LETTER OF INTERNSHIP

With reference to your application and the interview you had with us, we, **Bosch Global Software Technologies Private Limited** ("Company") are pleased to inform you that you have been selected as a "Student Trainee" in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Student Trainee in our establishment in "MS/ECU6-PS" and during the course of internship, you shall be under the guidance of Soundararajan Ramachandran (MS/ECU6-PS). You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements.

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Registered office: Bosch Global Software Technologies Private Limited, 123, Industrial Layout, Haveli Road, Karamangala, Bangalore - 560095, India
Managing Director: Mr. Datta Sathyan

Bosch Global Software Technologies Private Limited reserves all rights even in the event of industrial property. We reserve all rights if disposed such as copying and passing on to third parties.



BOSCH

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BOSCH

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4.4 The offer of internship is on the understanding that all the information given by you in your application form is correct, true and complete. If it is found at any time that the information given by you in the application form is not correct and true and or you have knowingly suppressed any information, the Company will have the right to discontinue your internship at any time and without any notice (as per clause 2 above) or stipend (as per clause 3 above).

4.5 Intellectual Property Rights:

(i) You hereby agree and confirm that all works involving any invention, development, improvement in product, process created, developed by you either alone or in collaboration with any other associate, during the course of your internship with the Company ('IP') shall be owned by the Company exclusively.

(ii) You shall assign to the Company any invention that you may develop during the course of your internship with us and the Company shall be free to deal with such invention as it may deem appropriate.

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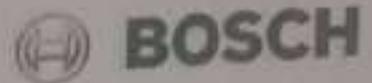
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- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed ('data minimization'),



- accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay ('accuracy'),
- kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed ('storage limitation'),
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While reporting, please bring the following:

1. 2 Passport size photographs
2. 2 copies each of your educational certificates
3. Original bona-fide certificate
4. Proof of Identity and residence
5. The original documents (except bona-fide certificate) will be returned to you after verification.

Bosch Global Software Technologies Private Limited

pk. BOSCH, Digitally signed by
APAC, B. E. pk. BOSCH APAC,
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Date: 2023.12.13
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Bellur Mohan Nanjundiah
General Manager
(Human Resources)

pk. BOSCH, Digitally signed by
APAC, M. A. pk. BOSCH APAC,
Madhura.H M. A. Madhura.H
Date: 2023.12.13
10:07:25 +05'30'

Madhura.H
Assistant Manager
(Human Resources)



Please sign and return copy of this letter as a token of your acceptance of the above terms and conditions at the time of your joining.

I accept the above terms and conditions and confirm that I will report as student trainee on 19/01/2024

SUJAN S K

Name

A handwritten signature in black ink, appearing to be "Sujan S K", written over a rectangular stamp area.

Signature

14/12/2023

Date

Date: 27 Sep 2023

SWETHA S
Swethasubramanian2002@gmail.com
+91- 6381145375

Dear Swetha ,

This letter has reference to the candidate for a suitable position and, our subsequent discussions. We are pleased to make you an **Internship Cum Placement** at Anora Instrumentation Pvt. Ltd (AIPL), Chennai and that you can start your Internship from **Tentative date during February 2024***, (Schedule can be changed based on the various college student's respective semester schedule) for a period of **2 Months**. Your internship/work location would be Chennai, India.

You will be required to undergo an in-house internship activity for a period of about 2 Months during which there would be module wise evaluation. These evaluations will be the criteria for absorption into the company, the compensation that you would be entitled to and the business Unit of the company into which you will be placed.

Company Policies

As a condition, all AIPL Interns/Employees are expected to abide by Anora rules, regulations, policies and procedures, as provided in Anora Company Employee Handbook. You will be given a copy of this Handbook upon the day of commencement of your internship with AIPL.

You will not be eligible for any leave during this internship period except for any emergency situations. Working hours would be 9.00AM to 6.00PM, six days a week.

Verification of Qualifications

This offer is subject to verification of your educational qualifications

Compensation and Benefits

You will be paid a stipend of Rs 10,000/- Per month during the regular internship period as per the policy of the company. On successful completion of your internship and evaluation process, you will be absorbed into the company with Annual salary with CTC 6,00,000 per annum which includes the base salary, allowances and the annual components. See the attached spreadsheet annexure showing the breakdown of compensation for the ranges.

Anora Instrumentation Private Limited

CIN: U29309TN2021FTC141646
www.anoralabs.com
e-mail: hr@anoralabs.com

Registered Office:
Flat No.1, First Floor
May Flower Bracers
Garden No.38 Arcot Road,
Virugambakkam,
Chennai - 600092
Tamil Nadu

Office/Works:
No 77 SP,
Ambattur industrial Estate,
Chennai - 600058
Tamil Nadu

Internship/Employment, Notice Period & Termination

You will be required to deposit your original certificates & Mark-sheets with the company at the time of joining and will be required to sign a bond for guaranteed work service with the company for a period of Three years with Bond Value being Four Lakh Rupees. The Employment Agreement document is attached herewith as a PDF for your reference.

You will go through a continuous evaluation process during this period before being eligible for absorption into Company Employment. If you are not successful in the internship or do not meet the minimum required evaluation criteria, you will not be absorbed into the company and will have to forfeit the employment chance into the company.

On Successful completion of the internship and absorption into the company, you will be placed with appropriate compensation decided by the Evaluation during the internship period. You will be eligible for all employee benefits at this juncture including leave benefits.

Notwithstanding the above, AIPL reserves the right to terminate your services without notice on disciplinary grounds or for serious misconduct outlined in the employee handbook

Government Laws

This agreement shall be governed and construed in accordance with the judicial jurisdiction of Tamil Nadu, in Chennai, India. If this offer meets with your approval, please sign, and return the enclosed acceptance sheet on your date of joining

We anticipate that the internship will commence from February 2024(Schedule can be changed based on the various college student's respective semester schedule) which will be the joining date for all Interns.

Additional Conditions

By signing this letter, you confirm the following to Anora Instrumentation Pvt. Ltd:

- 1) You have no contractual commitments or other legal obligations that would prohibit you from performing your duties to Anora Instrumentation Pvt. Ltd. during the internship period and post your absorption into the company as an employee.
- 2) You will not drop off during the Internship period, citing any reason and if you still do so, you will be bound by the agreement that you have signed, and the company will start legal proceedings against you.

Registered Office:
Flat No.1, First Floor
May Flower Brocceras
Garden No.38 Arcot Road,
Virugambakkam,
Chennai - 600092
Tamil Nadu

Anora Instrumentation Private Limited

CIN: U29309TN2021FTC141646
www.anoralabs.com
e-mail: hr@anoralabs.com

Office/Works:
No 77 5P,
Ambattur Industrial Estate,
Chennai - 600058
Tamil Nadu

- 3) In the event the intern, for any reason, disagrees with his employment with the Company after the completion of 2 Months internship, he/she shall forthwith pay a sum of Rupees 2 Lakh at the time of this event occurring.
- 4) You will not be attending other campus placements or should not be applying for other employment during your internship & employment period.

This letter supersedes all previous communications, representations, understandings and agreements, either oral or written between you and AIPL or any official or representative thereof.

Confidentiality and Non-Solicitation

As a condition you are required to sign a Confidentiality and Non-Solicitation Agreement. The Confidentiality and Non-Solicitation Agreement will be given to you upon the commencement of your internship.

Intellectual Property

As a condition of employment, all employees are required to sign and comply with an Intellectual Property Assignment Agreement, which, among other things, assigns all inventions and other intellectual property developed, conceived, or reduced to practice in the scope of employment. You will be given the Intellectual Property Assignment Agreement upon commencement of your employment.

Protection of Interest

If you conceive of / invent / discover / improve on any new or advanced or current methods of improving processes or formulae or systems concerning the operation of the Company or its affiliates or customers, such developments, discoveries or inventions shall be fully communicated to the Company and will be and remain the sole right / propriety of the Company.

Please sign the duplicate of this letter in acceptance of the offer and return it us for our records, confirming the date of joining.

Anora Instrumentation Private Limited

CIN: U29309TN2021FTC141646

www.anoralabs.com

e-mail: hr@anoralabs.com

Registered Office:
Flat No.1, First Floor
May Flower Broceras
Garden No.38 Arcat Road,
Virugambakkam,
Chennai - 600092
Tamil Nadu

Office/Works:
No 77 SP,
Ambattur Industrial Estate,
Chennai - 600058
Tamil Nadu

We once again welcome you to the "AIPL" family and wish you a very successful career and fruitful association with us.

Yours truly,

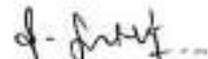


HR

Anora Instrumentation Private Limited

I, SWETHA.S have read, understood and agreed to the above terms and conditions of the offer and accept the position of. I have joined duty on February 2024 with Anora Instrumentation Private Limited as outlined in this offer letter.

Date: 27/09/2023


[Signature]

Anora Instrumentation Private Limited

CIN: U29309TN2021FTCI41646

www.anoralabs.com

e-mail: hr@anoralabs.com

Registered Office:
Flat No.1, First Floor
May Flower Braceres
Garden No.38 Arcot Road,
Virugambakkam,
Chennai - 600092
Tamil Nadu

Office/Works:
No 77 SP,
Ambattur industrial Estate,
Chennai - 600058
Tamil Nadu

Annexure - Post absorption

		Amount In INR
I	Compensation details	
	Fixed Compensation (FC)	2,40,000
	Basic + VDA	98,000
	HRA	37,734
	Other Allowances *	34,892
	Flexible Benefit Plan (FBP)*	4,08,726
	Total FC	
In addition, you will also be entitled to the following		
II	Variable Compensation	
	CCA*	1,50,936
		5,59,662
III	Benefits	
	a. Employer PF	28,800
	b. Gratuity	11,538
	Total Annual Comp/Base Pay (I+II+III)	6,00,000

The salary and benefits will be as per policy guidelines applicable to this category. Subject to prevailing Income Tax rules and applicable statutory regulations.

The Salary structure, components, mode of payment and related practices will be subject to change as per business requirements and legal regulations governing the salary / benefits.

Anora Instrumentation Private Limited

CIN: U29309TN2021FTC141646

www.anoralabs.com

e-mail: hr@anoralabs.com

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Chennai - 600092
Tamil Nadu

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Chennai - 600058
Tamil Nadu

Internship Agreement

This Internship Agreement (herein referred to as the "Agreement") dated as of 29-Jan-2024 (hereinafter referred to as the "Effective Date") between Mr. Tharun S, an individual aged about 20 bearing Aadhaar 847304437194 residing at:3-260, K.Rengapalayam, Village Kunnathur, T.Kunnathur Post, Madurai, Tamil Nadu - 625708("the Intern") and VINJEY Software Systems Private Limited, a private limited company, with its registered office at No. 429, First Floor, 12th Cross, WOC Road II Stage, Mahalakshimpuram, Bengaluru - 560086 through its Authorized Representative Mr. A. Vinoth Kumar ("the Company"), collectively ("the Parties").

WHEREAS, the Parties desire to enter into this agreement in order to set forth the terms of the relationship.

NOW, THEREFORE, in consideration of the premises, representation, warranties, covenants and other obligations and the adequate consideration, which the Parties consider adequate, the Parties acknowledge and agree to the following Terms and Conditions that shall govern this Agreement:

Position and Duties

- 1.1 Upon the commencement of internship with the Company, the Intern shall occupy the position of *DSP Engineer* and do the work noted in Statement of Work (hereinafter referred to as 'SOW') available in Annexure-I, as a Full-Time intern of the Company.
- 1.2 The Intern shall devote entire working time, attention and energies to the business of the Company and shall assume and perform such further reasonable responsibilities and duties as may be assigned from time to time by the Director and other managers of the Company. The Intern agrees to not undertake other business activities, except with the prior written consent of the Company, and whether or not the Intern receives financial compensation for these activities.

Term

- 2.1 The term of this Agreement shall be from the Effective Date to 28-Jun-2024 (hereinafter referred to as 'Term').

Stipend

- 3.1 The Intern would be entitled to receive a monthly stipend of Rs. 35,000 (Rupees Thirty Five Thousand) inclusive of any taxes and deductions as per the Company policy.



22/01/2024

Ref: HR / 91 / 23-24

Mr. D. Vamsi Krishna

5 Aruna Layout,

Athipalayam pirivu, Ganapathy

Coimbatore- 641006.

=====

Sub: **Internship Offer Letter**

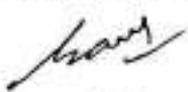
Dear **Vamshi Krishna,**

We are pleased to offer you the position of **intern Engineer** in our organization. This appointment is subject to the following terms and conditions. Upon acceptance a formal agreement elaborating the Non-competing and Non-Disclosure terms and conditions have to be executed. This letter of employment and offer letter is strictly confidential between you and the company.

We look forward to have mutually rewarding working relationship and your many contributions to the success of the team.

We welcome you to the **STEPS** family,

Yours truly,


Director





STEPS KNOWLEDGE SERVICES PVT. LTD.

"ShriNivas" 26, 2nd Street, Kasthuri Nagar, Trichy Road, Ondipudur, Coimbatore - 641018
Phone. No - 0422 - 2271011, 9629711011 e - mail : contact@stepsmall.com
www.stepsknowledge.com

1. Stipend During Internship Period:

As Specified in the Annexure enclosed.

2. DUTIES AND RESPONSIBILITIES:

You are required to perform the duties and responsibilities related to your position at any division, department or section in the Company or within the Group of Companies.

3. WORKING HOURS:

Monday to Saturday: 9.30 a.m. to 6.00 p.m. (You are required to put in 8 hours of working everyday). The Company reserves the right to change your working days and hours. The working hours mentioned is for the normal period however based on the need this could be changed.

5. ANNUAL LEAVE/HOLIDAYS:

You can avail 6 days of casual leave (1 day per month & for 6 months 6 days) in addition to 9 days of Gazette holidays observed by the Company

6. RULES, REGULATIONS & CONFIDENTIALITY:

You shall at all times, devote your full attention and skill to the affairs of the Company and will endeavor to your utmost ability to promote and advance the interests of the Company.

Accordingly, you undertake that:

- a. You will under no circumstances make available your services to any undertaking, or have any interest directly or indirectly in any other undertaking or activity which might interfere with the proper performance of your duties without first obtaining the written permission of the Company;
- b. You will not at any time during the continuance or after the termination of your services with the Company irrespective of any reason for such termination, make use or disclose to any party either for your own benefit or for the benefit of any party (individual, firm, company, any trade or business), the affairs and confidential information of the Company or any of its related companies of which you have knowledge or become aware during the course of your service with the Company;
- c. You will obey and comply with all reasonable orders and instructions given to you by the Company or its authorized agents and observe all standing and other rules and/or regulations now in force or from time to time approved by the Company.

7. INTERNSHIP PERIOD:

Your internship period is from Jan 2024 to June 2024.



8. NOTICE PERIOD:

Notice of resignation from the Internship will be one (1) month period in writing ("Notice Period") or one (1) month stipend in lieu of notice which is at the discretion of the management.

I have read and understood the terms and conditions stated in the appointment letter and hereby confirm my acceptance of the offer of appointment.

Signature: 

Name: Vamsi Krishna D

Date: 22/01/2024

Date of Joining: 17/01/2024

Annexure A: STIPEND During Internship Period

Sl No	Particulars	Amount in INR	Remarks
1	Stipend per Month	7,500	Payable every month
2	Accumulated additional stipend at end of 6 months	45,000	Payable only if you complete entire 6 months, no pro-rate-based payments

Maximum Stipend per month considered: INR 15000, Subject to completing entire 6 months.

Note: Stipend is calculated based on 26 working days / month (6 days a week). However your eligible leave / holidays as mentioned in point#5 will be treated as paid leave / Holiday. Considering the above in case of lesser working days per month on account of excess leave availed by you then pro-rate stipend will be paid.



Date: 27 Sep 2023

VIGNESH K S
Vignesh25012003@gmail.com
+91- 9842906716

Dear Vignesh ,

This letter has reference to the candidate for a suitable position and, our subsequent discussions. We are pleased to make you an **Internship Cum Placement** at Anora Instrumentation Pvt. Ltd (AIPL), Chennai and that you can start your Internship from Tentative date during **February 2024***, (Schedule can be changed based on the various college student's respective semester schedule) for a period of **2 Months**. Your internship/work location would be Chennai, India.

You will be required to undergo an in-house internship activity for a period of about 2 Months during which there would be module wise evaluation. These evaluations will be the criteria for absorption into the company, the compensation that you would be entitled to and the business Unit of the company into which you will be placed.

Company Policies

As a condition, all AIPL Interns/Employees are expected to abide by Anora rules, regulations, policies and procedures, as provided in Anora Company Employee Handbook. You will be given a copy of this Handbook upon the day of commencement of your internship with AIPL.

You will not be eligible for any leave during this internship period except for any emergency situations. Working hours would be 9.00AM to 6.00PM, six days a week.

Verification of Qualifications

This offer is subject to verification of your educational qualifications

Compensation and Benefits

You will be paid a stipend of Rs 10,000/- Per month during the regular internship period as per the policy of the company. On successful completion of your internship and evaluation process, you will be absorbed into the company with Annual salary with CTC 6,00,000 per annum which includes the base salary, allowances and the annual components. See the attached spreadsheet annexure showing the breakdown of compensation for the ranges.

Anora Instrumentation Private Limited

CIN: U29309TN2021FTC141646

www.anoralabs.com

e-mail: hr@anoralabs.com

Registered Office:
Flat No.1, First Floor
May Flower Bracers
Gardes No.38 Arrot Road,
Virugambakkam,
Chennai - 600092
Tamil Nadu

Office/Works:
No 77 5P,
Ambattur industrial Estate,
Chennai - 600058
Tamil Nadu

Internship/Employment, Notice Period & Termination

You will be required to deposit your original certificates & Mark-sheets with the company at the time of joining and will be required to sign a bond for guaranteed work service with the company for a period of Three years with Bond Value being Four Lakh Rupees. The Employment Agreement document is attached herewith as a PDF for your reference.

You will go through a continuous evaluation process during this period before being eligible for absorption into Company Employment. If you are not successful in the internship or do not meet the minimum required evaluation criteria, you will not be absorbed into the company and will have to forfeit the employment chance into the company.

On Successful completion of the internship and absorption into the company, you will be placed with appropriate compensation decided by the Evaluation during the internship period. You will be eligible for all employee benefits at this juncture including leave benefits.

Notwithstanding the above, AIPL reserves the right to terminate your services without notice on disciplinary grounds or for serious misconduct outlined in the employee handbook

Government Laws

This agreement shall be governed and construed in accordance with the judicial jurisdiction of Tamil Nadu, in Chennai, India. If this offer meets with your approval, please sign, and return the enclosed acceptance sheet on your date of joining

We anticipate that the internship will commence from February 2024(Schedule can be changed based on the various college student's respective semester schedule) which will be the joining date for all Interns.

Additional Conditions

By signing this letter, you confirm the following to Anora Instrumentation Pvt. Ltd:

- 1) You have no contractual commitments or other legal obligations that would prohibit you from performing your duties to Anora Instrumentation Pvt. Ltd. during the internship period and post your absorption into the company as an employee.
- 2) You will not drop off during the Internship period, citing any reason and if you still do so, you will be bound by the agreement that you have signed, and the company will start legal proceedings against you.

Anora Instrumentation Private Limited

Registered Office:
Flat No.1, First Floor
May Flower Brackets
Garden No.38 Arcot Road,
Vrugambakkam,
Chennai - 600092
Tamil Nadu

CIN: U29309TN2021FTC141646
www.anoralabs.com
e-mail: hr@anoralabs.com

Office/Works:
No 77 SP,
Ambattur industrial Estate,
Chennai - 600058
Tamil Nadu

- 3) In the event the intern, for any reason, disagrees with his employment with the Company after the completion of 2 Months internship, he/she shall forthwith pay a sum of Rupees 2 Lakh at the time of this event occurring.
- 4) You will not be attending other campus placements or should not be applying for other employment during your internship & employment period.

This letter supersedes all previous communications, representations, understandings and agreements, either oral or written between you and AIPL or any official or representative thereof.

Confidentiality and Non-Solicitation

As a condition you are required to sign a Confidentiality and Non-Solicitation Agreement. The Confidentiality and Non-Solicitation Agreement will be given to you upon the commencement of your internship.

Intellectual Property

As a condition of employment, all employees are required to sign and comply with an Intellectual Property Assignment Agreement, which, among other things, assigns all inventions and other intellectual property developed, conceived, or reduced to practice in the scope of employment. You will be given the Intellectual Property Assignment Agreement upon commencement of your employment.

Protection of Interest

If you conceive of / invent / discover / improve on any new or advanced or current methods of improving processes or formulae or systems concerning the operation of the Company or its affiliates or customers, such developments, discoveries or inventions shall be fully communicated to the Company and will be and remain the sole right / propriety of the Company.

Please sign the duplicate of this letter in acceptance of the offer and return it us for our records, confirming the date of joining.

Anora Instrumentation Private Limited

CIN U29309TN2021FTC141646

www.anoralabs.com

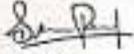
e-mail: hr@anoralabs.com

Registered Office:
Flat No.1, First Floor
May Flower Bracers
Garden No.38 Arcot Road,
Virugambakkam,
Chennai - 600092
Tamil Nadu

Office/Works:
No 77 SP,
Ambattur Industrial Estate,
Chennai - 600058
Tamil Nadu

We once again welcome you to the "AIPL" family and wish you a very successful career and fruitful association with us.

Yours truly,



HR

Anora Instrumentation Private Limited

I, Vignesh K S have read, understood and agreed to the above terms and conditions of the offer and accept the position of. I have joined duty on Feb 2024 with Anora Instrumentation Private Limited as outlined in this offer letter.


[Signature]

Date: 27 Sept 2023

Anora Instrumentation Private Limited

CIN: U29309 TN2021FTC141646

www.anoralabs.com

e-mail: hr@anoralabs.com

Registered Office:
Flat No.1, First Floor
May Flower Bracers
Garden No.38 Arcot Road,
Virugambakkam,
Chennai - 600092
Tamil Nadu

Office/Works:
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Ambattur industrial Estate,
Chennai - 600058
Tamil Nadu

Annexure - Post absorption

Compensation details		Amount in INR
I Fixed Compensation (FC)		2,40,000
	Basic + VDA	96,000
	HRA	37,734
	Other Allowances *	34,992
	Flexible Benefit Plan (FBP) *	4,08,726
Total FC		
In addition, you will also be entitled to the following		
II Variable Compensation		1,50,936
	CCA *	5,59,662
III Benefits		28,600
	a. Employer PF	11,538
	b. Gratuity	6,00,000
Total Annual Comp/Base Pay (I + II + III)		

The salary and benefits will be as per policy guidelines applicable to this category, Subject to prevailing Income Tax rules and applicable statutory regulations.

The Salary structure, components, mode of payment and related practices will be subject to change as per business requirements and legal regulations governing the salary / benefits.

Anora Instrumentation Private Limited

CIN: U29309TN2021FTC141546

www.anoralabs.com

e-mail: hr@anoralabs.com

Registered Office:
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Chennai - 600092
Tamil Nadu

Offices/Works:
No 77 SP
Ambattur Industrial Estate,
Chennai - 600058,
Tamil Nadu



BOSCH

* Personal and Confidential *

Mr. Vinesh S.R

CIIT Coimbatore - Coimbatore
Institute of Technology -
Coimbatore

Bosch Global
Software Technologies
Private Limited
123 Indira Nagar Layout,
Koramangala, Bangalore - 560 091, India
Tel: +91 80 8857 3757
Fax: +91 80 8857 1404
CIN: U73400KA2007PTC02164
www.bosch-india-software.com

Our reference: B.E./B.Tech

Date: 12-Dec-2023

Dear Mr. Vinesh S.R,

SUB: OFFER LETTER OF INTERNSHIP

With reference to your application and the interview you had with us, we, Bosch Global Software Technologies Private Limited ("Company") are pleased to inform you that you have been selected as a "Student Trainee" in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Student Trainee in our establishment in "MS/ECJ2-PS" and during the course of internship, you shall be under the guidance of Pavithra Natarajan (MS/ECJ2-PS). You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements.

2. Duration of Engagement:

The internship period will be from 19th Jan 2024 to 5th April 2024 unless the company extends the period of your engagement in writing, your engagement shall automatically stand terminated on the end date. Please note that the company reserves its right to terminate the internship at any point of time with a notice of 15 days. In case you wish to prematurely exit the internship, a notice of 15 days must be given, and you must also furnish the concurrence from the college placement team.

Registered office: Bosch Global Software Technologies Private Limited, 123 Indira Nagar Layout,
Koramangala, Bangalore - 560091, India
Managing Director: Mr. Datta Sridharan

©Bosch Global Software Technologies Private Limited. Reserving all rights even in the event of industrial
property. We reserve all rights of deposit such as copying and passing on to third parties.

3. Scholarship:

You will be paid a stipend of Rs. 25000 per month (Twenty Five Thousand rupees only), for the period of internship. Other than the above, you will not be entitled to receive any other payment / allowance.

4. Other terms & conditions:

4.1 You will be entitled to take 1 day general Leave (GL) per month. Other holidays shall be at par with on-roll employees.

4.2 Confidentiality:

(i) During the internship or after completion thereof you shall not divulge, disclose or impart to any person / any organization, any Confidential Information (as defined hereafter) of the Company which may come to your knowledge during the course of internship. "Confidential Information" shall mean any information concerning the business, finances, operations or any other transactions or affairs of the Company including without limitation any trade secret, data, proprietary information and any other documentation.

(ii) No rights, license is either granted or implied to have been granted by the conveying of Confidential Information to the intern.

(iii) Intern agrees that he/she shall use the Confidential Information only in respect of internship assignments.

(iv) Intern hereby agrees not to retain at his/her end any Confidential Information on expiry/termination of the Internship and shall not transfer, copy any Confidential Information in his/her personal device. Intern shall promptly return or destroy all Confidential Information of the Company and, if required, certify in writing as to the destruction of (without retaining any copy), all Confidential Information (and copies and extracts thereof).



BOSCH

4.3 You will be subject to the rules and regulations of the Company in force from time to time as applicable to on-roll associates. Additionally, you are expected to follow the safety norms laid down by the Company.

4.4 The offer of internship is on the understanding that all the information given by you in your application form is correct, true and complete. If it is found at any time that the information given by you in the application form is not correct and true and or you have knowingly suppressed any information, the Company will have the right to discontinue your internship at any time and without any notice (as per clause 2 above) or stipend (as per clause 3 above).

4.5 Intellectual Property Rights:

(i) You hereby agree and confirm that all works involving any invention, development, improvement in product, process created, developed by you either alone or in collaboration with any other associate, during the course of your internship with the Company ('IP') shall be owned by the Company exclusively.

(ii) You shall assign to the Company any invention that you may develop during the course of your internship with us and the Company shall be free to deal with such invention as it may deem appropriate.

(iii) Company may require you to execute such documents as may be necessary to fully assign the ownership and rights in the IP to the Company, which you hereby agree to execute without any demur or reservation. Unless Company decides otherwise, on a case-to-case basis, stipend paid to you shall be deemed as adequate consideration for assignment of IP.

4.6 Your internship does not implicitly entitle you to seek any form of employment with the Company.

5. Data Protection:

We are responsible for compliance with the laws on data protection (e.g. National, General Data Protection Regulation (GDPR) etc). Therefore, we oblige you to process personal data only in accordance with the confidentiality obligation for the protection of personal data as follows:

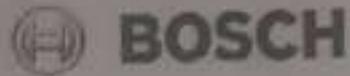
Declaration of Confidentiality for the Processing of Personal Data

The processing of personal data is subject to legal requirements. Personal data shall therefore only be processed on directive. Next to individual directives of your Manager, the following are to be considered as directives: central directives, process descriptions, company agreements, guidelines and further operating regulations. These include protection measures for personal data.

The binding principles relating to the processing of personal data for the Bosch Group are in essence the following:

Personal data shall be:

- processed lawfully, fairly and in a transparent manner in relation to the data subject (individual to whom the personal data pertains- also known as data principal in India) ('lawfulness, fairness and transparency'),
- collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes ('purpose limitation'),
- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed ('data minimization'),



- accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay ('accuracy').
- kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed ('storage limitation').
- processed in a manner that ensures appropriate security of the personal data, including protection against unauthorized or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organizational measures ('integrity and confidentiality').

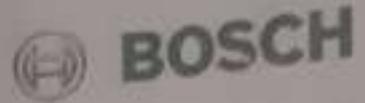
While reporting, please bring the following:

1. 2 Passport size photographs
2. 2 copies each of your educational certificates
3. Original bona-fide certificate
4. Proof of identity and residence
5. The original documents (except bona-fide certificate) will be returned to you after verification.

Bosch Global Software Technologies Private Limited

pki, BOSCH,
APAC, B, E,
Bellur.Mohan
Digitally signed by
pki, BOSCH, APAC,
B. E, Bellur.Mohan
Date: 2023.12.13
12:32:40 +05'30'
Bellur Mohan Nanjundiah
General Manager
(Human Resources)

pki, BOSCH,
APAC, M, A,
Madhura.H
Digitally signed by
pki, BOSCH, APAC,
M, A, Madhura.H
Date: 2023.12.13
10:47:25 +05'30'
Madhura H
Assistant Manager
(Human Resources)



Please sign and return copy of this letter as a token of your acceptance of the above terms and conditions at the time of your joining.

I accept the above terms and conditions and confirm that I will report as student trainee on 19-01-2024

VINESH S R

Name

A handwritten signature in dark ink, appearing to be "Vinesh S R", is written over a grey rectangular background.

Signature

14-12-2023

Date



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* Personal and Confidential *

Mr. Vinesh S R

CIT Coimbatore - Coimbatore
Institute of Technology -
Coimbatore

Bosch Global
Software Technologies
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 085, India
Tel: +91 80 6657 3257
Fax: +91 80 6657 1454
CIN: U72400KA1987PTC023144
www.bosch-india-software.com

Our reference: B.E./B.Tech

Dear Mr. Vinesh S R,

Date: 12-Dec-2023

SUB: OFFER LETTER OF INTERNSHIP

With reference to your application and the interview you had with us, we, **Bosch Global Software Technologies Private Limited** ("Company") are pleased to inform you that you have been selected as a "Student Trainee" in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Student Trainee in our establishment in "MS/ECJ2-PS" and during the course of internship, you shall be under the guidance of Pavithra Natarajan (MS/ECJ2-PS). You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements.

2. Duration of Engagement:

The internship period will be from **19th Jan 2024 to 5th April 2024** unless the company extends the period of your engagement in writing, your engagement shall automatically stand terminated on the end date. Please note that the company reserves its right to terminate the internship at any point of time with a notice of 15 days. In case you wish to prematurely exit the internship, a notice of 15 days must be given, and you must also furnish the concurrence from the college placement team.

Registered office: Bosch Global Software Technologies Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bangalore - 560085, India
Managing Director: Mr. Datta Subramanian

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3. Scholarship:

You will be paid a stipend of Rs 25000 per month (Twenty Five Thousand rupees only), for the period of internship. Other than the above, you will not be entitled to receive any other payment / allowance.

4. Other terms & conditions:

4.1 You will be entitled to take 1 day general Leave (GL) per month. Other holidays shall be at par with on-roll employees.

4.2 Confidentiality:

(i) During the internship or after completion thereof you shall not divulge, disclose or impart to any person / any organization, any Confidential Information (as defined hereafter) of the Company which may come to your knowledge during the course of internship. "Confidential Information" shall mean any information concerning the business, finances, operations or any other transactions or affairs of the Company including without limitation any trade secret, data, proprietary information and any other documentation.

(ii) No rights, license is either granted or implied to have been granted by the conveying of Confidential Information to the Intern

(iii) Intern agrees that he/she shall use the Confidential Information only in respect of internship assignments.

(iv) Intern hereby agrees not to retain at his/her end any Confidential Information on expiry/termination of the Internship and shall not transfer, copy any Confidential Information in his/her personal device. Intern shall promptly return or destroy all Confidential Information of the Company and, if required, certify in writing as to the destruction of (without retaining any copy), all Confidential Information (and copies and extracts thereof).

4.3 You will be subject to the rules and regulations of the Company in force from time to time as applicable to on-roll associates. Additionally, you are expected to follow the safety norms laid down by the Company.

4.4 The offer of internship is on the understanding that all the information given by you in your application form is correct, true and complete. If it is found at any time that the information given by you in the application form is not correct and true and/or you have knowingly suppressed any information, the Company will have the right to discontinue your internship at any time and without any notice (as per clause 2 above) or stipend (as per clause 3 above).

4.5 Intellectual Property Rights:

(i) You hereby agree and confirm that all works involving any invention, development, improvement in product, process created, developed by you either alone or in collaboration with any other associate, during the course of your internship with the Company (IP) shall be owned by the Company exclusively.

(ii) You shall assign to the Company any invention that you may develop during the course of your internship with us and the Company shall be free to deal with such invention as it may deem appropriate.

(iii) Company may require you to execute such documents as may be necessary to fully assign the ownership and rights in the IP to the Company, which you hereby agree to execute without any demur or reservation. Unless Company decides otherwise, on a case-to-case basis, stipend paid to you shall be deemed as adequate consideration for assignment of IP.

4.6 Your internship does not implicitly entitle you to seek any form of employment with the Company.



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We are responsible for compliance with the laws on data protection (e.g. National, General Data Protection Regulation (GDPR) etc). Therefore, we obligate you to process personal data only in accordance with the confidentiality obligation for the protection of personal data as follows:

Declaration of Confidentiality for the Processing of Personal Data

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- collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes ('purpose limitation'),
- adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed ('data minimization'),

- accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay ('accuracy'),
- kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed ('storage limitation'),
- processed in a manner that ensures appropriate security of the personal data, including protection against unauthorized or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organizational measures ('integrity and confidentiality').

While reporting, please bring the following:

1. 2 Passport size photographs
2. 2 copies each of your educational certificates
3. Original bona-fide certificate
4. Proof of Identity and residence
5. The original documents (except bona-fide certificate) will be returned to you after verification.

Bosch Global Software Technologies Private Limited

pki, BOSCH,
APAC, B, E,
Bellur, Mohan

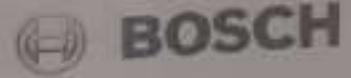
Digitally signed by
pki, BOSCH, APAC,
B, E, Bellur, Mohan
Date: 2023.12.13
13:32:40 +05'30'

Bellur Mohan Nanjundiah
General Manager
(Human Resources)

pki, BOSCH,
APAC, M, A,
Madhura.H

Digitally signed by
pki, BOSCH, APAC,
M, A, Madhura.H
Date: 2023.12.13
10:47:25 +05'30'

Madhura H
Assistant Manager
(Human Resources)



Please sign and return copy of this letter as a token of your acceptance of the above terms and conditions at the time of your joining.

I accept the above terms and conditions and confirm that I will report as student trainee on 19-01-2024

VINESH S R

Name

A handwritten signature in black ink, appearing to read 'Vinesh S R', written over a grey rectangular background.

Signature

14-12-2023

Date

SOLITON TECHNOLOGIES PVT LTD- PLACEMENT DRIVE - Reg.

Thu, 23 Nov, 2023 at 12:24 am

CIT PLACEMENT CELL <citplacementcell2024@gmail.com>
To: harini20092002@gmail.com, Vishnu Govindaraj <vishnugovindaraj1234@gmail.com>, Shri Ram Karthic V <shriramkarthic@gmail.com>, Varshini Senthilkumar <varshinisenthilkumar7423@gmail.com>, Shree pragatheesh G <ironpatriotpragatheesh15@gmail.com>, abdullaibak411@gmail.com, adhavanrajendran15@gmail.com, sekepharhentie@gmail.com, ahalya495@gmail.com
Cc: Col Jacob G Podipara (Retd) <deputyplacementofficer@cit.edu.in>, CIT DPO <deputypo@cit.edu.in>, Dr Muthu Subramanian P <assistantplacementofficer@cit.edu.in>, Dr Radha M <assistantplacementofficer1@cit.edu.in>, DR.A. SARAVANAN <computing_placement@cit.edu.in>, cit-faculty-coordinators-2024@googlegroups.com

Dear Students,

The following students have been selected for internship at Soliton, and their first day of work is scheduled for 2nd Jan '24 (Tuesday). They are requested to report to Nischitha. G for orientation.

S.No	Reg No	Full Name	MailID	Dept
1	2004010	HARINI M S	harini20092002@gmail.com	ECE
2	2004100	VISHNU P G	vishnugovindaraj1234@gmail.com	ECE
3	2004033	SHRI RAM KARTHIC V	shriramkarthic@gmail.com	ECE
4	2004043	VARSHINI S	varshinisenthilkumar7423@gmail.com	ECE
5	2004032	SHREE PRAGATHEESH G	ironpatriotpragatheesh15@gmail.com	ECE
6	2004053	ABDULLA IBAK M	abdullaibak411@gmail.com	ECE
7	2004054	ADHAVAN.R	adhavanrajendran15@gmail.com	ECE
8	2003067	KEPHA RHENIE SE	sekepharhentie@gmail.com	EEE
9	1931003	AHALYA R	ahalya495@gmail.com	SS

The training sessions will commence on 3rd Jan '24, and the internship duration is set for two months. Successful interns will have the opportunity to join back as Project Engineers in June.

Here are the details of the engagement:

- Reporting Time: 9:00 AM daily (Monday to Saturday)
- Period of Engagement: 02nd Jan '24 to 29th Feb '24
- Mode of Training: Offline at Soliton Office, Coimbatore

Best Regards,
Dr.M.Radha,
Assistant Placement officer,
Coimbatore Institute of Technology,
Coimbatore - 641014

17 Aug 2023

To,

Vishnu P G
Coimbatore Institute of Technology
Avinashi Rd, Civil Aerodrome Post
Peelamedu, Coimbatore
Tamil Nadu - 641014

Sub: Offer of internship

We would like to congratulate you on being selected for the Internship with Soliton Technologies Private Limited. All of us at Soliton are excited that you will be joining our team!

Your internship will primarily be on learning, developing new skills and contributing to projects.

Your internship shall be subject to the following terms and conditions:

Position Title : Intern
Start Date : 01 Dec 2023
End Date : 31 May 2024
Base Location : Soliton Technologies Pvt. Ltd
#305, 3rd Floor, Tidel Park
Vilankurichi Rd, Aerodrome Post
Coimbatore -641014

Conditions of the Agreement:

- The stipend applicable during the internship period is **Rs.25,000/- per month**.
- The total number of working hours shall be 9 hours per day inclusive of lunch break for 1 hour, from Monday to Friday.
- Saturdays are optional working days for you to complete any pending tasks for the week.
- You will be eligible for holidays on Sundays and on all declared company holidays.
- You will receive direct and close supervision by appropriate supervisors.
- As an intern, you will not receive any of the regular employee benefits that includes, but not limited to health insurance, educational allowance, paid leaves, or social security benefits.
- An internship completion letter will be issued on successful completion of internship, in the event of termination prior to the end date, the completion letter may not be provided.

The Intern agrees to and acknowledges the following:

- Company may at any time at its sole discretion, terminate the internship without notice or cause if you are unable to reach the expected level of performance during the internship training/tasks or if there is any misalignment in the cultural/behavioural aspects.
- You will maintain a regular internship schedule determined by the supervisor.



- You will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
- You will adhere to the workplace policy provisions of Soliton Technologies and comply with Soliton business practices and procedures.
- You will furnish your supervisor with all necessary information pertaining to your assignments and reports.
- Under no circumstances will the Intern leave the internship without first conferring with Intern's supervisor.
- The intern will keep the supervisor informed on any planned leaves due to personal or college work in prior.
- Transportation to and from the internship location is your responsibility.

Intellectual Property and confidential information:

During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

Please indicate your acceptance of the internship by signing this letter and return a copy to HR department.

Yours Sincerely

Anu Antony
Manager – People Team

ACCEPTANCE:

I, VISHNU P.G., hereby acknowledge that the above-mentioned Internship Program, is a learning experience to enhance my continuing education.

Signed & accepted by:

P. G. Vishnu
Vishnu P G

Date: 21.08.23