

Number of students who got Internship during the year (Jun 2022 to May 2023):

MSC DATA SCIENCE VII SEMESTER-INTERNSHIP DETAILS

Roll No.	Name	Company Name	Project Title	Phone n
19 32 001	ABHINAYA.V.	Financial Software and Systems	Fraudulent Detection And Risk Management in Transactional Data	6369518026
19 32 002	ABINANDA.P.	Bosch	Network log Anomaly detection	7200720057
19 32 003	ARAVINDHAN.G.	Bosch Global Software	Exploring Model Extraction attacks in field of computer vision	6383980192
19 32 004	ARTHI SARADHA.K.N.	Thorogood Associates	Nicotina - CPG Ltd	7904691612
19 32 005	ASHMITHA.S.	Thorogood Associates	CPG Ltd - Sales Management System	9360683183
19 32 006	CHANDHINII.V.	Vyakya Technologies	AI based data capture and analysis	6382948981
19 32 007	DEVDARSSHAN.S.	Optisol Business Solutions	Sql server Integration services - ETL process	9597950764
19 32 008	DHARANI.B.C.	Buckman	Freight optimization	9597671004
19 32 009	DHARSHINI.M.	Optisol business solutions	Tyre Index Number recognition	8248208110
19 32 010	DHINESHKUMAR.A.	Ernst&Young	Anti Money Laundering Detection	9566695916
19 32 011	GAYATHRI.G.	Optisol Business solutions	Forklift Automation	9566851664
19 32 012	GOWTHAM.T.	Rax Tech	Weapon Detection	6383147019
19 32 013	HARISH SARAVANAN.R.	Optisol Business solutions	Wealthflow - Stockmarket app	9360112929
19 32 014	HARSHA VARDHAN.D.	Thorogood Associates	Nicotina Pvt Ltd	9025867882
19 32 015	ILAKKIYA.C.	KLA Tencor	Decoupled Results Pipeline	9360189122
19 32 016	KAARTHIIK VISHWA.S.	Bosch	analysis on energy sector	6382444861
19 32 017	KARTHIK NAREN.R.	Bosch	BST Plotter App	6383256919
19 32 018	KAVYA.K.M.	Bosch	Smoke test automation	9003589659
19 32 019	KEERTHANA SURYANARAYANAN.	Formcept	Implementation & Deployment of ML Models at a Scale	8925279379
19 32 020	KEVIN ALFRED.N.	Ernst&Young	Outlier Analysis and Fraud Detection in Financial data	9944536255
19 32 021	MADHAV VENKATESH.S.	Blaze	Nifty fifty options bot	9865678905
19 32 022	MAHASHRUTHI.K.B.	Bosch Global Software Technologies	Test Log Automation in Instrument Cluster	9843325343
19 32 023	MAHI ANAND.V.	Thorogood Associates	Nicotina - CPG Ltd	9566977941
19 32 024	MAHIMA.A.	Ernst&Young	Risk management in Financial data	9843011775
19 32 025	MIRUDHUBA.K.	Optisol Business solutions	Intelligent Recommender system	9894946377
19 32 026	MITHUNIKA.K.R.	Thorogood Associates	CPG Ltd.	9597403839
19 32 027	NIDHHI.S.	Curneu Medtech Innovations	Neurosurgical Simulator	7094653131
19 32 028	NIRANJANA.P.V.	Optisol Business solutions	Digital Pathology Image Analysis	8667461176
19 32 029	NISHOK.A.P.	Cholamandalam Investment and Finance Company Limited	Gaadi Bazaar Analysis	9360570016
19 32 030	PIRTHVI HASAN.G.	Thorogood Associates	Cutlass Case Study	9488390092
19 32 031	PRADEEP ADITHYAN.M.	SAINT GOBAIN PRIVATE LIMITED R and D	Import Export Analysis	9566304412

19 32 032	PRANITAA.A.	SAINT GOBAIN PRIVATE LIMITED R and D	Demand forecasting	9677890137
19 32 033	PREETHI.P.	OptiSol Business solutions	Web scraping project and tasks	8754310861
19 32 034	PRIYADHARSHINI.R.	Bosch global software	Building Recommendation system using log files for HC tuning	9087050712
19 32 035	PRIYADHARSHINI.V.	SAINT GOBAIN PRIVATE LIMITED R and D	Demand forecasting	9751892928
19 32 036	RESHMA.R.	Thoughtworks	Hiring insights for supply outlook	9942422299
19 32 037	REVANTH.R.	Bosch Global Software Technology	TI Minimal System	7339003633
19 32 038	RITHULAA.A.	Bosch Global Software	Log Analyzer tool	9952345067
19 32 039	RITIKA.S.	Thorogood Associates	CPG Ltd	9944554466
19 32 040	RITUBARNICA.K.S.	Ernst&Young	Analysis on Financial data	6382035856
19 32 041	SAI ESHWAR.R.S.	Rax-Tech International	Human Pose Detection	7550365241
19 32 042	SAMRITHA SHIVANI.K.	Bosch Global Software	Automatic Unit Test Template Creation	9080545256
19 32 043	SANJAY.S.	Neewee	Golden Production Run	8220489212
19 32 044	SATHIYA SANJAY.M.	SAINT GOBAIN PRIVATE LIMITED R and D	Import Export Analysis	9790548753
19 32 045	SHERIN BENNY.	Buckman	RPA	9495047434
19 32 046	SHREE VARSHINI.R.P.	Rootquotient Technologies private limited	Recruitment platform development	9360327752
19 32 047	SHWETHA.G.	Wimera systems Pvt Ltd	Predictive Maintenance of Spindle	9043634621
19 32 048	SNEKITHA SRI.D.U.	Ernst&Young	Analysis in Banking Sector	9442266545
19 32 049	SOMA SUNDER.S.	Satyukt Analytics	RVI Prediction(ML), Irrigation Type(MM), Sugarcane Classification (MM+ML)	9493467491
19 32 050	SOUNDARYA.G.	Iopex Technologies	Bank Cheque Detail Retrieval using OCR	8925365252
19 32 051	SRIDHAR.S.	Meta soft	Responsive bootstrap website	7867037780
19 32 052	SUBHASHINI.D.	Bosch Global Software	A-IVI	9788664683
19 32 053	SWETHA.V.L.	Ernst&Young	Discovering unusual financial transaction	8870526336
19 32 054	UTHRA.S.	Ernst&Young	Portfolio Optimization	7358803084
19 32 055	VANDANA.A.	Thorogood Associates	CPG Ltd.	9994333199
19 32 056	VISHNUPRIYA.B.	Applied Automation Systems Private Limited	Clv prediction for restaurant	7010842719



Sivaraj B

September 27, 2022

Dear Sivaraj,

On behalf of Tekizma India Solutions Private Limited., we are pleased to extend an offer of employment for the position of **Product Engineer**. Your start date for this offer will be **July 2nd, 2023**

In the event you accept this offer and join our organization, your total compensation will be **Rs 7,00,000 (Seven Lakh Rupees Only)** per annum.

Salary will be paid monthly, and subject to deduction for taxes and other withholdings. Please see the below schedule for your monthly pay.

Your appointment is subject to signing of the terms and conditions and the NDA document that will be given on the first day of employment. Please read through the key terms of your appointment-

1. You will be on probation for a period of six months from the date you join Tekizma. Confirmation will be subject to your successfully completing your probationary period.
2. This offer is subject to successful background verification.
3. While you join us as **Product Engineer** the Company reserves the right to assign work to you in such other capacities and such places in India and abroad as the Company may decide from time to time.
4. Our offer is contingent on your acceptance of the company's "Terms and Conditions of Employment". Further, you will abide by the rules and regulations of the Company which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service which shall be binding on you.
5. During probationary period, company can terminate the employment with or without giving notice if performance standards are not met, breach of any obligations to be observed and misconduct in relation to duties to carry out all orders and instructions lawfully issued to employee by the company

Please sign a copy of this letter and mail it back to us to confirm your acceptance. In the event, we did not receive your confirmation within 7 days, the offer will be deemed invalid.

US Head Office: Tekizma Inc
620 Herndon Parkway Suite 350
Herndon VA 20171
Phone 2028885301

India Office: Tekizma India Solutions Pvt Ltd
Helios Business Park
Level 10, Wing C, 150 Outer Ring Road,
Kadubeesanahalli, Varthur Hobli, Bangalore 560103



PROVISIONAL OFFER LETTER

To

Mr. Vetrivel .K

Date: 02-09-2022

Ref No: CIT/1/32/2023

Congratulations!

Based on your various rounds of interviews with ZOHO 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.7,00,000 (Rupees Seven Lakh Only)**.

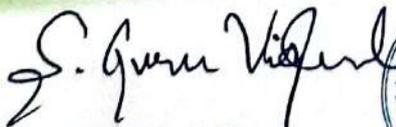
We would like to extend you an internship opportunity as a "Project Trainee" as and when your final semester begins. We expect you to work on the project on a full time basis for a period of 5-6 months. During this project tenure you will be paid a stipend of Rs.20,000/- (Rupees Twenty Thousand Only)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



Corporate Identification No: U40100TN2010PTC075961



Offer of Employment

Murugesh R

19-Aug-2022

Dear **Murugesh**,

Congratulations!

Based on your performance during your interview, we are pleased to make you an offer of employment. You will be designated as “**SDE 1**” in the “**Engineering**” team and you will be reporting to the **Technical Architect**. You will be expected to join work by **02-Aug-2023** and your place of work will be **Bangalore**.

Your total annual salary will be **INR 12,00,000 (Twelve Lakhs Only)**. A detailed break up of salary is available for your reference as a part of Annexure A.

You will also be eligible to receive the following benefits:

- You along with your family members (spouse, 2 kids, and one set of parents) will be eligible for a group private medical insurance coverage.
- You will be eligible to receive a monthly credit of INR 2000 as an E-Cash balance to use Yulu Application

The organization has the right to change or alter the components of the salary at any time, based on statutory requirements and other organization policies that may come into place from time to time. However, the total fixed salary will remain unchanged

Please confirm the acceptance of the offer by signing it. The offer is valid for 24 hours. Should we not receive a confirmation on your acceptance in the next 24 hours, the offer will stand automatically cancelled.

By accepting this offer you agree to adhere to YULU's code of conduct and policies. The detailed terms of employment will be spelt in the employment contract that you will sign on your date of joining. By accepting this offer, you also authorize YULU and any associated vendor to conduct necessary background/ reference checks. This offer is subject to you clearing necessary background/reference checks the organization may undertake.

Look forward to having you on board.

A handwritten signature in blue ink that reads 'Amit Gupta'.

Amit Gupta
Co-Founder & CEO

Signature: _____
Name:

Date:- 01/20/2023

Provisional Offer of Employment

Dear **Kombaiah M**

18 C , Amman Kovil North Street, Gopalamudrum , Tirunelveli - 627 451.

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). We are delighted to offer you a provisional appointment for the position of **Intern** and upon successful completion of the internship, as **Trainee-Associate** a Full-time on-roll employee position. Following are the high-level details.

- Start of Internship :6th February 2023
- Duration Start of Internship :6 months (excluding breaks in training given for examination and other purposes)
- Stipend during Internship :INR 15,000/- per month
- Internship Location :Chennai, India
- Internship Training :Rigorous classroom training in technical, soft skills, process, domain, etc.
- Annual CTC as Trainee-Associate :INR 4,50,000/- [Rupees Four Lakhs Fifty Thousand]
- Qualifying criteria to Trainee Associate : a)Evaluation post completion of Internship
b) Completion of graduation without any arrears
c) Submission of consolidated mark sheet and/or Degree certificate (Not original, only photocopy)
d) Internship period can be extended based on evaluation outcomes & KANINI holds the sole discretion towards full-time employment decisions

KANINI Software Solutions India Private Limited
(An ISO 9001:2015 Certified Company)

Rattha Tek Meadows, No. 51, Tower - A, 1st Floor, OMR, Sholinganallur,
Chennai -600 119 | Phone : +91 44 40098700 | www.KANINI.com



Gokul Kumar S <gokulkumar.s@cit.edu.in>

Fwd: [Happymonk] Congratulations!

athish r r <athishrr07@gmail.com>
To: gokulkumar.s@cit.edu.in

Thu, Nov 10, 2022 at 9:00 AM

----- Forwarded message -----

From: **HR (Human Resource)** <hr@happymonk.co>
Date: Tue, 8 Nov 2022, 7:42 pm
Subject: [Happymonk] Congratulations!
To: <athishrr07@gmail.com>

Dear Athish,

We are delighted to extend this offer of internship for the position of **Human Resources Intern at Happymonk AI Labs Private Limited.**

The stipend offered for the position of Data Science Intern is Rs 10,000 / per month.
We want to keep the joining date on 1st February, 2022.

Based on your performance, you will be offered a full time position in Human Resources.

Please express your consent through email by **13th November, 2022** along with the date of your joining. Upon your acceptance of this offer, we will provide you with the necessary paperwork and instructions.

Looking forward to seeing you soon.

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Feel free to revert for any clarification

Thanks & Regards

HR Manager

Happymonk Technology Pvt. Ltd.

M: 7795040777

A: 1160,3rd Cross Rd, R.K. Colony, Marenahalli, 2nd Phase, J.P. Nagar, Bengaluru, Karnataka 560078

W: www.happymonk.co



Gokul Kumar S <gokulkumar.s@cit.edu.in>

Fwd: [Happymonk] Congratulations!

mukesh. paramasivam <mukesh.paramasivam22@gmail.com>
To: "gokulkumar.s@cit.edu.in" <gokulkumar.s@cit.edu.in>

Thu, Dec 29, 2022 at 8:58 PM

----- Forwarded message -----

From: **HR (Human Resource)** <hr@happymonk.co>
Date: Tue, 8 Nov 2022, 19:47
Subject: [Happymonk] Congratulations!
To: <mukesh.paramasivam22@gmail.com>

Dear Mukesh,

We are delighted to extend this offer of internship for the position of **Business Development Intern at Happymonk AI Labs Private Limited.**

The stipend offered for the position of Data Science Intern is Rs 10,000 / per month.
We want to keep the joining date on 1st February, 2022.

Based on your performance, you will be offered a full time position in Business Development.

Please express your consent through email by **13th November, 2022** along with the date of your joining. Upon your acceptance of this offer, we will provide you with the necessary paperwork and instructions.

Looking forward to seeing you soon.

--

Feel free to revert for any clarification

Thanks & Regards

HR Manager

Happymonk Technology Pvt. Ltd.

M: 7795040777

A: 1160,3rd Cross Rd, R.K. Colony, Marenahalli, 2nd Phase, J.P. Nagar, Bengaluru, Karnataka 560078

W: www.happymonk.co



COIMBATORE INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MANAGEMENT STUDIES
LIST OF STUDENTS PLACED – JARO EDUCATION
MBA 2021 – 2023 BATCH

30.11.2022

S.No.	Roll No.	Name of the Student
1	71762152013	HARSHITHA M
2	71762152038	SREENITHA S S



OFFER LETTER

2nd February 2023

Ms. Shiny Ancilla. P,
23C, New No. 60, Ramalinga Jothi Nagar,
5th Street, Ramanathapuram,
Coimbatore - 641045.

Dear **Ms. Shiny Ancilla,**

On behalf of Hotfoot Technology Solutions, a new age **FINTECH and CREDITTECH company**, that provides optimum end-to-end solutions for digital & automated lending to financial institutions and loan aggregators, we are pleased to issue this Offer letter for the position of "**Management Trainee**" at **Chennai**, India. The candidates would be undergoing their Internship as Management Trainee for full-time during their final semester, with a stipend and once after confirmation they will be entitled as permanent employee.

Terms and Conditions of your employment:

1. Date of Commencement:

Your employment with HTS India will commence on **15th Feb 2023**. You will be under a probation period of 6 months from your date of starting your internship with us. You will be confirmed once you complete 6 months of your internship. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.

2. Duties:

2.1 You will be employed in the position of **Management Trainee** Your mentor will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability, knowledge and skills at all times as per the job description prescribed by your mentor at the time of joining or as amended from time to time, as well as such other tasks as may be required by HTS to handle turnkey assignments if any.

2.2 You will be required to understand and adhere with Hotfoot's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in HTS Policies and SOP's, as communicated to you. HTS reserves the right to change its Policies and SOPs at its sole discretion and you shall be bound by the same.

2.3 Unless specified in writing, you shall not be authorized to enter into any contractual obligations on behalf of HTS or its affiliates. This includes not sharing any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you thereafter. We also request you not to share any confidential information even after leaving the company.



3. Hours of Work:

The normal hours of work will depend on the type of project you will be handling and the same will be informed on commencement of employment. In case of any change in working hours other than the scheduled normal working hours, you will be informed by your mentor or department about such requirements from time to time during the course of your employment, as appropriate.

4. Place of Work

You will be working at the HTS facility in **Chennai**. However, you should be aware that the Company and/or its clients have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one unit to any other unit of the Company/ Company's clients, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

5. Remuneration:

5.1 Your Cost to Company (CTC) will be Rs. **15000/-** per month and will be payable in accordance with HTS standard payroll policy and subject to all lawful deductions of income tax and other statutory like Provident Fund, insurances and other standard deductions. Your CTC is inclusive of both the employer's and the employee's contributions towards the statutory benefits provided to you. The details of your CTC is given in Annexure I for better understanding.

5.2 HTS has the right to deduct from your pay/salary any sum, on account of acts or omissions and / or losses suffered by HTS as a result of your negligence or breach of the terms contained in this Offer Letter.

6. Leave:

At HTS you will be eligible for all the leaves as per the Policies and Procedures. You are requested to avail leaves in consultation with your manager and ensure smooth functioning of your role in your absence with help of your manager and colleagues. In case you are working in HTS client's office then you will have to abide by the leave policy and procedures prescribed by the client. Your leave should be pre-approved by your Manager.

7. Confidential Information:

HTS is a Fintech organization operating with highly confidential data belonging to customers and financial institutions. During your employment, you will have access to highly confidential information of HTS. Your job responsibilities at HTS are highly confidential. You are required to sign a Legal Non-Disclosure Agreement for protection of such confidential information, data's and other process related information.

8. Non-Solicitation:

8.1 During your employment with the Company and for a period of 24 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, or otherwise take any action that might divert the



business or patronage of any client from the Company, or otherwise damage or alienate the relationship between the Company and its clients or vendor or suppliers.

8.2 Once you resign from HTS, you are not entitled to work for a period of 24 months with any of HTS competitors / clients / vendors / partners and one and all with whom you have established a professional relationship during your tenure at Hotfoot.

9. Exclusivity of Services:

9.1 During your employment, you will be required to devote your full time, attention, knowledge, skills and abilities to your job duties during working hours, and to act in the best interests of HTS at all times. You shall not, without the written consent of HTS, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

9.2 You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

10. Termination of Employment:

10.1 Your employment may be terminated by either party by giving 90 Days written notice (exclusive of any leaves availed during the said period) or payment of on 90 days salary in lieu of such notice period to the other party. HTS holds the right to accept or deny payment in lieu of the said 90 Days' notice.

10.2 HTS reserves the right to terminate / discontinue your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

10.2.1 Have been found guilty of any misconduct, dis trust or indiscipline after due enquiry by HTS;

10.2.2 Have violated or are in breach of any of the terms of this Offer Letter or HTS Policies and SOPs;

10.2.3 Have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to HTS;

10.2.4 Are convicted for any offense under any law for the time being in force in any jurisdiction;

10.2.5 Abstain from work for three consecutive days without informing HTS;

10.2.6 Are in breach of any of the terms contained in the Non-Disclosure Agreement.

10.3 On the termination of your employment for any reason whatsoever, you will have to return, all assets belonging to HTS and other documents and all copies thereof and other property belonging to HTS or relating to its business affairs / client's documents or dealing which are in your possession or under your control immediately without any delay.



11. Background Verification:

It is HTS policy to verify all its new hires. Your employment at HTS will be confirmed only when you clear the Background verification process of HTS.

12. Confidentiality:

12.1 You will be required to maintain utmost secrecy with respect to specific Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trademarks and Company's Human assets profile. On leaving the organization for whatever may be the reason you assure that you will not share this information for a period of 5 years from the date of leaving the organization. In case of breach, you will be liable to face legal consequences.

12.2 All work product(s), tangible/ intangible properties prepared or developed or conceived by you, during the term of your employment with the Company shall be considered works made for hire owned exclusively by the Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc.) prepared or developed or conceived in connection with your services to Company.

12.3 You will not utilize or disclose to any person or persons or competitors any data in any form, passwords, trade practices or knowhow of the company. If you are found to be engaged in any activities which in the opinion of the management is detrimental to the interests / policies of the company, the management will be at liberty to terminate your services without further notice.

13. Expenditure and Reimbursement:

For any reason, if you cease to be an employee of the Company within one year of your joining date, you shall be liable to pay back all the expenses incurred by the company including, but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission /fee, certification costs immediately. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

14. Maintaining professional ethics and longevity:

While hotfoot as a company does not believe in providing a constraint using a bond, you are expected to have a minimal standard of ethics to ensure that you stay long enough so that you can add value to the company and justify the investments we make on you to aggregate and build the necessary skills for a lasting career.



15. Acceptance:

If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer Letter will expire if you have not accepted the same on or before 3 business days.

Upon your acceptance of the offer herein, this Offer Letter shall form the employment contract that is a valid and binding agreement of employment between HTS and you, and you shall be bound by the terms and conditions governing your employment.

Welcome to the Hotfoot Family!

We look forward to a long and fruitful association for mutual benefit. We wish you the very best of luck and success.

For and on behalf of Hotfoot Technology Solutions Pvt Ltd

AUTHORIZATION BY

Kalaiselvi Chinnathamman

Head – Careers & Learning and Development

I acknowledge receipt of this Offer Letter and after reading and understanding the same, I accept Hotfoot Technology Solutions offer of employment on the terms set out in this Offer Letter.

Date:

Name:

Location:

Signature:



OFFER LETTER

2nd February 2023

Mr. Athish,
152, Jeeva Nagar,
Vilankurichi,
Coimbatore - 641035.

Dear **Mr. Athish,**

On behalf of Hotfoot Technology Solutions, a new age **FINTECH and CREDITTECH company**, that provides optimum end-to-end solutions for digital & automated lending to financial institutions and loan aggregators, we are pleased to issue this Offer letter for the position of "**Management Trainee**" at **Chennai**, India. The candidates would be undergoing their Internship as Management Trainee for full-time during their final semester, with a stipend and once after confirmation they will be entitled as permanent employee.

Terms and Conditions of your employment:

1. Date of Commencement:

Your employment with HTS India will commence on **15th Feb 2023**. You will be under a probation period of 6 months from your date of starting your internship with us. You will be confirmed once you complete 6 months of your internship. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.

2. Duties:

2.1 You will be employed in the position of **Management Trainee**. Your mentor will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability, knowledge and skills at all times as per the job description prescribed by your mentor at the time of joining or as amended from time to time, as well as such other tasks as may be required by HTS to handle turnkey assignments if any.

2.2 You will be required to understand and adhere with Hotfoot's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in HTS Policies and SOP's, as communicated to you. HTS reserves the right to change its Policies and SOPs at its sole discretion and you shall be bound by the same.

2.3 Unless specified in writing, you shall not be authorized to enter into any contractual obligations on behalf of HTS or its affiliates. This includes not sharing any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you thereafter. We also request you not to share any confidential information even after leaving the company.



3. Hours of Work:

The normal hours of work will depend on the type of project you will be handling and the same will be informed on commencement of employment. In case of any change in working hours other than the scheduled normal working hours, you will be informed by your mentor or department about such requirements from time to time during the course of your employment, as appropriate.

4. Place of Work

You will be working at the HTS facility in **Chennai**. However, you should be aware that the Company and/or its clients have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one unit to any other unit of the Company/ Company's clients, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

5. Remuneration:

5.1 Your Cost to Company (CTC) will be Rs. **15000/-** per month and will be payable in accordance with HTS standard payroll policy and subject to all lawful deductions of income tax and other statutory like Provident Fund, insurances and other standard deductions. Your CTC is inclusive of both the employer's and the employee's contributions towards the statutory benefits provided to you. The details of your CTC is given in Annexure I for better understanding.

5.2 HTS has the right to deduct from your pay/salary any sum, on account of acts or omissions and / or losses suffered by HTS as a result of your negligence or breach of the terms contained in this Offer Letter.

6. Leave:

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HTS is a Fintech organization operating with highly confidential data belonging to customers and financial institutions. During your employment, you will have access to highly confidential information of HTS. Your job responsibilities at HTS are highly confidential. You are required to sign a Legal Non-Disclosure Agreement for protection of such confidential information, data's and other process related information.

8. Non-Solicitation:

8.1 During your employment with the Company and for a period of 24 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, or otherwise take any action that might divert the



business or patronage of any client from the Company, or otherwise damage or alienate the relationship between the Company and its clients or vendor or suppliers.

8.2 Once you resign from HTS, you are not entitled to work for a period of 24 months with any of HTS competitors / clients / vendors / partners and one and all with whom you have established a professional relationship during your tenure at Hotfoot.

9. Exclusivity of Services:

9.1 During your employment, you will be required to devote your full time, attention, knowledge, skills and abilities to your job duties during working hours, and to act in the best interests of HTS at all times. You shall not, without the written consent of HTS, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

9.2 You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

10. Termination of Employment:

10.1 Your employment may be terminated by either party by giving 90 Days written notice (exclusive of any leaves availed during the said period) or payment of on 90 days salary in lieu of such notice period to the other party. HTS holds the right to accept or deny payment in lieu of the said 90 Days' notice.

10.2 HTS reserves the right to terminate / discontinue your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

10.2.1 Have been found guilty of any misconduct, dis trust or indiscipline after due enquiry by HTS;

10.2.2 Have violated or are in breach of any of the terms of this Offer Letter or HTS Policies and SOPs;

10.2.3 Have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to HTS;

10.2.4 Are convicted for any offense under any law for the time being in force in any jurisdiction;

10.2.5 Abstain from work for three consecutive days without informing HTS;

10.2.6 Are in breach of any of the terms contained in the Non-Disclosure Agreement.

10.3 On the termination of your employment for any reason whatsoever, you will have to return, all assets belonging to HTS and other documents and all copies thereof and other property belonging to HTS or relating to its business affairs / client's documents or dealing which are in your possession or under your control immediately without any delay.



11. Background Verification:

It is HTS policy to verify all its new hires. Your employment at HTS will be confirmed only when you clear the Background verification process of HTS.

12. Confidentiality:

12.1 You will be required to maintain utmost secrecy with respect to specific Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trademarks and Company's Human assets profile. On leaving the organization for whatever may be the reason you assure that you will not share this information for a period of 5 years from the date of leaving the organization. In case of breach, you will be liable to face legal consequences.

12.2 All work product(s), tangible/ intangible properties prepared or developed or conceived by you, during the term of your employment with the Company shall be considered works made for hire owned exclusively by the Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc.) prepared or developed or conceived in connection with your services to Company.

12.3 You will not utilize or disclose to any person or persons or competitors any data in any form, passwords, trade practices or knowhow of the company. If you are found to be engaged in any activities which in the opinion of the management is detrimental to the interests / policies of the company, the management will be at liberty to terminate your services without further notice.

13. Expenditure and Reimbursement:

For any reason, if you cease to be an employee of the Company within one year of your joining date, you shall be liable to pay back all the expenses incurred by the company including, but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission /fee, certification costs immediately. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

14. Maintaining professional ethics and longevity:

While hotfoot as a company does not believe in providing a constraint using a bond, you are expected to have a minimal standard of ethics to ensure that you stay long enough so that you can add value to the company and justify the investments we make on you to aggregate and build the necessary skills for a lasting career.



15. Acceptance:

If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer Letter will expire if you have not accepted the same on or before 3 business days.

Upon your acceptance of the offer herein, this Offer Letter shall form the employment contract that is a valid and binding agreement of employment between HTS and you, and you shall be bound by the terms and conditions governing your employment.

Welcome to the Hotfoot Family!

We look forward to a long and fruitful association for mutual benefit. We wish you the very best of luck and success.

For and on behalf of Hotfoot Technology Solutions Pvt Ltd

AUTHORIZATION BY

A handwritten signature in blue ink, appearing to read 'C. K. Chinnathamman'.

Kalaiselvi Chinnathamman

Head – Careers & Learning and Development

I acknowledge receipt of this Offer Letter and after reading and understanding the same, I accept Hotfoot Technology Solutions offer of employment on the terms set out in this Offer Letter.

Date:

Name:

Location:

Signature:



OFFER LETTER

2nd February 2023

Ms. Harshitha. M

46, F2, Nethaji Nagar,

Madanakuppam,

VTC, Kolathur, Ambattur,

Tiruvallur – 600099.

Dear **Ms. Harshitha,**

On behalf of Hotfoot Technology Solutions, a new age **FINTECH and CREDITTECH company**, that provides optimum end-to-end solutions for digital & automated lending to financial institutions and loan aggregators, we are pleased to issue this Offer letter for the position of **"Management Trainee"** at **Chennai**, India. The candidates would be undergoing their Internship as Management Trainee for full-time during their final semester, with a stipend and once after confirmation they will be entitled as permanent employee.

Terms and Conditions of your employment:

1. Date of Commencement:

Your employment with HTS India will commence on **15th Feb 2023**. You will be under a probation period of 6 months from your date of starting your internship with us. You will be confirmed once you complete 6 months of your internship. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.

2. Duties:

2.1 You will be employed in the position of **Management Trainee** Your mentor will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability, knowledge and skills at all times as per the job description prescribed by your mentor at the time of joining or as amended from time to time, as well as such other tasks as may be required by HTS to handle turnkey assignments if any.

2.2 You will be required to understand and adhere with Hotfoot's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in HTS Policies and SOP's, as communicated to you. HTS reserves the right to change its Policies and SOPs at its sole discretion and you shall be bound by the same.

2.3 Unless specified in writing, you shall not be authorized to enter into any contractual obligations on behalf of HTS or its affiliates. This includes not sharing any of our technical or other important information which might come into your possession during the continuance of



your service with us shall not be disclosed, divulged or made public by you thereafter. We also request you not to share any confidential information even after leaving the company.

3. Hours of Work:

The normal hours of work will depend on the type of project you will be handling and the same will be informed on commencement of employment. In case of any change in working hours other than the scheduled normal working hours, you will be informed by your mentor or department about such requirements from time to time during the course of your employment, as appropriate.

4. Place of Work

You will be working at the HTS facility in **Chennai**. However, you should be aware that the Company and/or its clients have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one unit to any other unit of the Company/ Company's clients, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

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Welcome to the Hotfoot Family!

We look forward to a long and fruitful association for mutual benefit. We wish you the very best of luck and success.

For and on behalf of Hotfoot Technology Solutions Pvt Ltd

AUTHORIZATION BY

Kalaiselvi Chinnathamman

Head – Careers & Learning and Development

I acknowledge receipt of this Offer Letter and after reading and understanding the same, I accept Hotfoot Technology Solutions offer of employment on the terms set out in this Offer Letter.

Date:

Name:

Location:

Signature:



OFFER LETTER

2nd February 2023

Ms. Nivetha. V

21, Gokulam Colony,

3rd Street, P.N.Pudur,

Pappanaickenpudur,

Coimbatore – 641041.

Dear **Ms. Nivetha,**

On behalf of Hotfoot Technology Solutions, a new age **FINTECH and CREDITTECH company**, that provides optimum end-to-end solutions for digital & automated lending to financial institutions and loan aggregators, we are pleased to issue this Offer letter for the position of **“Management Trainee”** at **Chennai**, India. The candidates would be undergoing their Internship as Management Trainee for full-time during their final semester, with a stipend and once after confirmation they will be entitled as permanent employee.

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2.1 You will be employed in the position of **Management Trainee**. Your mentor will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability, knowledge and skills at all times as per the job description prescribed by your mentor at the time of joining or as amended from time to time, as well as such other tasks as may be required by HTS to handle turnkey assignments if any.

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your service with us shall not be disclosed, divulged or made public by you thereafter. We also request you not to share any confidential information even after leaving the company.

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We look forward to a long and fruitful association for mutual benefit. We wish you the very best of luck and success.

For and on behalf of Hotfoot Technology Solutions Pvt Ltd

AUTHORIZATION BY

Kalaiselvi Chinnathamman

Head – Careers & Learning and Development

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Date:

Name:

Location:

Signature:



OFFER LETTER

2nd February 2023

Ms. Reshma. S

21, Dhanalakshmi Nagar,

VTC, Narasimhanaicken palayam,

Coimbatore – 641031.

Dear **Ms. Reshma,**

On behalf of Hotfoot Technology Solutions, a new age **FINTECH and CREDITTECH company**, that provides optimum end-to-end solutions for digital & automated lending to financial institutions and loan aggregators, we are pleased to issue this Offer letter for the position of "**Management Trainee**" at **Chennai**, India. The candidates would be undergoing their Internship as Management Trainee for full-time during their final semester, with a stipend and once after confirmation they will be entitled as permanent employee.

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9.2 You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

10. Termination of Employment:

10.1 Your employment may be terminated by either party by giving 90 Days written notice (exclusive of any leaves availed during the said period) or payment of on 90 days salary in lieu of such notice period to the other party. HTS holds the right to accept or deny payment in lieu of the said 90 Days' notice.

10.2 HTS reserves the right to terminate / discontinue your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

10.2.1 Have been found guilty of any misconduct, dis trust or indiscipline after due enquiry by HTS;

10.2.2 Have violated or are in breach of any of the terms of this Offer Letter or HTS Policies and SOPs;

10.2.3 Have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to HTS;

10.2.4 Are convicted for any offense under any law for the time being in force in any jurisdiction;

10.2.5 Abstain from work for three consecutive days without informing HTS;

10.2.6 Are in breach of any of the terms contained in the Non-Disclosure Agreement.

10.3 On the termination of your employment for any reason whatsoever, you will have to return, all assets belonging to HTS and other documents and all copies thereof and other property belonging to HTS or relating to its business affairs / client's documents or dealing which are in your possession or under your control immediately without any delay.



11. Background Verification:

It is HTS policy to verify all its new hires. Your employment at HTS will be confirmed only when you clear the Background verification process of HTS.

12. Confidentiality:

12.1 You will be required to maintain utmost secrecy with respect to specific Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trademarks and Company's Human assets profile. On leaving the organization for whatever may be the reason you assure that you will not share this information for a period of 5 years from the date of leaving the organization. In case of breach, you will be liable to face legal consequences.

12.2 All work product(s), tangible/ intangible properties prepared or developed or conceived by you, during the term of your employment with the Company shall be considered works made for hire owned exclusively by the Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc.) prepared or developed or conceived in connection with your services to Company.

12.3 You will not utilize or disclose to any person or persons or competitors any data in any form, passwords, trade practices or knowhow of the company. If you are found to be engaged in any activities which in the opinion of the management is detrimental to the interests / policies of the company, the management will be at liberty to terminate your services without further notice.

13. Expenditure and Reimbursement:

For any reason, if you cease to be an employee of the Company within one year of your joining date, you shall be liable to pay back all the expenses incurred by the company including, but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission /fee, certification costs immediately. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

14. Maintaining professional ethics and longevity:

While hotfoot as a company does not believe in providing a constraint using a bond, you are expected to have a minimal standard of ethics to ensure that you stay long enough so that you can add value to the company and justify the investments we make on you to aggregate and build the necessary skills for a lasting career.



15. Acceptance:

If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer Letter will expire if you have not accepted the same on or before 3 business days.

Upon your acceptance of the offer herein, this Offer Letter shall form the employment contract that is a valid and binding agreement of employment between HTS and you, and you shall be bound by the terms and conditions governing your employment.

Welcome to the Hotfoot Family!

We look forward to a long and fruitful association for mutual benefit. We wish you the very best of luck and success.

For and on behalf of Hotfoot Technology Solutions Pvt Ltd

AUTHORIZATION BY

A handwritten signature in black ink, appearing to read 'C. K. Chinnathamman'.

Kalaiselvi Chinnathamman

Head – Careers & Learning and Development

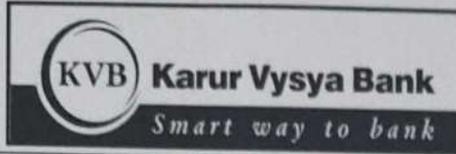
I acknowledge receipt of this Offer Letter and after reading and understanding the same, I accept Hotfoot Technology Solutions offer of employment on the terms set out in this Offer Letter.

Date:

Name:

Location:

Signature:



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

04324-226520, 225521-25 Extn.9472,9470 Fax: -04324-227555
CIN:L65H0TN1916PLC001295 Email:Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE/KVB/CR/DJA/321/ 2022-23

30/12/2022

Akash S
Cuddalore

Applicant ID:191673
akashshankar29062000@gmail.com
6379934954

Provisional Selection Order

--**--

Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as **Branch Sales and Service Executive**. This selection is subject to fulfilling of the below mentioned terms and conditions.

1. Your Annual CTC will be Rs.3.00 Lakhs
2. Probation period will be for 12 Months from the Date of Joining.
3. This provisional selection order is valid up to **31st July 2023**.
4. The bank reserves the right to conduct, either by itself or through its representative's necessary background verification and credit checks.
5. Provisional order does not guarantee you the employment by itself, unless the hiring requirements are fulfilled as per the bank's policy. Same is detailed below for your reference and needful action.
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2. Scanned copies of all Mark Sheets, consolidated mark sheet (as relevant) for SSLC, HSC, Graduation, Post- Graduation, JAIIB / CAIIB, other qualifications (if any).

You are requested to acknowledge receipt of this order by signing and forwarding the same to us immediately by return mail, on or before 06.01.2023

Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

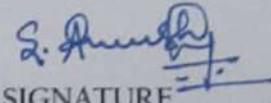
Acknowledgement - cum - Acceptance

I S. AKASH hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE - is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place: COIMBATORE

Date: 05.01.2023



SIGNATURE

(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

04324 -226520, 225521- 25 Extn.9472,9470 Fax: 04324-227555
CIN L65H0TN1916PLC001295

Email: Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE / KVB/CR/DJA/322/ 2022-23

30/12/2022

Amsavarthini R
Sathayamangalam

Applicant ID:191753
srivarthur@gmail.com
9042323807

Provisional Selection Order

--**--

Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as **Branch Sales and Service Executive**. This selection is subject to fulfilling of the below mentioned terms and conditions.

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ASSISTANT GENERAL MANAGER

Acknowledgement - cum - Acceptance

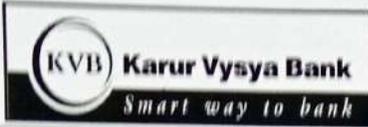
- I AMSAVARTHINI hereby acknowledge the receipt of this offer and
- Agree to the terms and conditions stipulated therein.
 - I am aware that the role of BSSE - is for Sales, Service and Operations at any of the branches of the banks.
 - I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place: COIMBATORE

Date: 5. 01. 2022

R. Amavarthi
[R. AMSAVARTHINI]
SIGNATURE

(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

04324 -226520, 225521-25 Extn.9472,9470 Fax: -04324-227555 Email: Careers@kvbmail.com
CIN:L65101TN1916PLC001295

HRD/RECT_CAMP_PROV_SEL_BSSE /KVB/CR/DJA/324/ 2022-23

30/12/2022

Dhanasekhar Gk
Hosur

Applicant ID:191674
dhanagk1206@gmail.com
8675909384

Provisional Selection Order

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Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as **Branch Sales and Service Executive**. This selection is subject to fulfilling of the below mentioned terms and conditions.

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Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

Acknowledgement – cum – Acceptance

I DHANASEKHAR. G.K. hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE – is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place: Coimbatore

Date: 06/01/2023



SIGNATURE

(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

04324-226520, 225521-25 Extn.9472,9470 Fax: 04324-227555
CIN:L65110TN1916PLC001295

Email: Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE /KVB/CR/DJA/327/ 2022-23

30/12/2022

Gokul R
Karur

Applicant ID:191701
gokulkiruba2001@gmail.com
8270059346

Provisional Selection Order

Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as **Branch Sales and Service Executive**. This selection is subject to fulfilling of the below mentioned terms and conditions.

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Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

Acknowledgement - cum - Acceptance

I R. Gokul hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE - is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place: Coimbatore

Date: 5.01.2023

R. Gokul

SIGNATURE

(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

04324 - 226520, 225521 - 25 Extn.9472,9470 Fax: -04324-227555
CIN:L65H0TN1916PLC001295

Email: Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE /KVB/CR/DJA/328/ 2022-23

30/12/2022

Gowri Shankar M
Arakkonam

Applicant ID:191744
gowri9228@gmail.com
+918680955576

Provisional Selection Order

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Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as Branch Sales and Service Executive . This selection is subject to fulfilling of the below mentioned terms and conditions.

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ASSISTANT GENERAL MANAGER

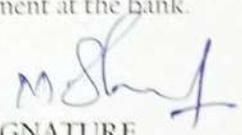
Acknowledgement - cum - Acceptance

I, GOWRI SHANKAR M hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE - is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place: Coimbatore

Date: 06/01/2022


SIGNATURE

(Full Name)

GOWRI SHANKAR M



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR – 639 002
Tamil Nadu



04324 –226520, 225521– 25 Extn.9472,9470 Fax: -04324-227555
CIN:L65110TN1916PLC001295

Email:Careers@kvbmail.com

HRD/RECT _CAMP_PROV_SEL_BSSE /KVB/CR/DJA/329/ 2022-23

30/12/2022

Harshini R
Tirupur

Applicant ID:191721
harshinikoki@gmail.com
8610906093

Provisional Selection Order

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Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as **Branch Sales and Service Executive** . This selection is subject to fulfilling of the below mentioned terms and conditions.

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ASSISTANT GENERAL MANAGER

Acknowledgement – cum – Acceptance

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Place:

Date:

SIGNATURE
(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR – 639 002
Tamil Nadu

04324 -226520, 225521- 25 Extn.9472,9470 Fax: -04324-227555
CIN:L65110TN1916PLC001295

Email: Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE /KVB/CR/DJA/333/ 2022-23

30/12/2022

Kabilesh K S
Tiruppur

Applicant ID:191685
kabileshks333@gmail.com
9524834793

Provisional Selection Order

—**—

Greetings from Karur Vysya Bank Ltd!!

Congratulations!

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Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

Acknowledgement - cum - Acceptance

I KABILESH K.S hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
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Place: Coimbatore

Date: 06.01.2023

K.S.K.S

SIGNATURE

(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

04324 -226520, 225521- 25 Extn.9472,9470 Fax: -04324-227555
CIN:L65110TN1916PLC001295

Email: Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE /KVB/CR/DJA/335/ 2022-23

30/12/2022

Mukesh Paramasivam
Coimbatore

Applicant ID:191706
mukesh.paramasivam22@gmail.com
9677839289

Provisional Selection Order

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Greetings from Karur Vysya Bank Ltd!!

Congratulations!

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ASSISTANT GENERAL MANAGER

Acknowledgement - cum - Acceptance

I MUKESH P hereby acknowledge the receipt of this offer and

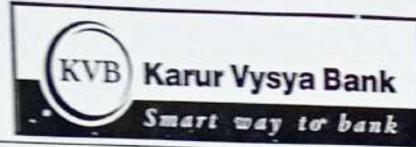
- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE - is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place: Coimbatore

Date: 6/1/2023

SIGNATURE

(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

04324 - 226520, 225521-25 Extn.9472,9470 Fax: -04324-227555
CIN:L65110TN1916PLC001295

Email Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE /KVB/CR/DJA/337/ 2022-23

30/12/2022

Pooja G
Salem

Applicant ID:191746
ugpoojashree@gmail.com
7550325596

Provisional Selection Order

--**--

Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as Branch Sales and Service Executive . This selection is subject to fulfilling of the below mentioned terms and conditions.

1. Your Annual CTC will be Rs.3.00 Lakhs
2. Probation period will be for 12 Months from the Date of Joining.
3. This provisional selection order is valid up to 31st July 2023.
4. The bank reserves the right to conduct, either by itself or through its representative's necessary background verification and credit checks.
5. Provisional order does not guarantee you the employment by itself, unless the hiring requirements are fulfilled as per the bank's policy. Same is detailed below for your reference and needful action.
 - Completion of course without any track of arrears and securing 60% of marks.
 - Satisfactory reports of BGV and CIBIL checks.
6. Detailed terms of appointment with Date of Joining, Posting location and Induction schedule will be mentioned in the final appointment order.
7. Aforesaid, Final appointment order will be issued to you, post receipt of confirmation on course completion (Exam & Project viva) from your Campus / University.
8. Posting location will be basis the requirement of the bank and request for change of location will not be entertained.

You are requested to submit the scanned copies of below mentioned documents for further Processing.

List of Documents Required

1. Copies of PAN, Aadhar in support of your Date of Birth & Residential address.
2. Scanned copies of all Mark Sheets, consolidated mark sheet (as relevant) for SSLC, HSC, Graduation, Post- Graduation, JAIIB / CAIIB, other qualifications (if any).

You are requested to acknowledge receipt of this order by signing and forwarding the same to us immediately by return mail, on or before 06.01.2023

Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

Acknowledgement - cum - Acceptance

I Pooja shree G hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE - is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

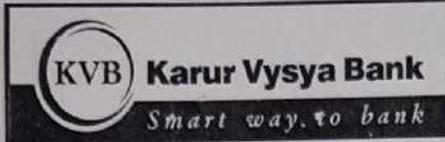
Place: Coimbatore

Date: 06.01.2023

G. Pooja

SIGNATURE

(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

04324-226520, 225521-25 Extn.9472,9470 Fax: -04324-227555
CIN:L65110TN1916PLC001295

Email: Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE /KVB/CR/DJA/338/ 2022-23

30/12/2022

Priya Darshini Vasu
Chennai

Applicant ID:191705
priyavasan337@gmail.com
6383756896

Provisional Selection Order

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Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as Branch Sales and Service Executive. This selection is subject to fulfilling of the below mentioned terms and conditions.

1. Your Annual CTC will be Rs.3.00 Lakhs
2. Probation period will be for 12 Months from the Date of Joining.
3. This provisional selection order is valid up to 31st July 2023.
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THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR – 639 002
Tamil Nadu



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CIN:L65110TN1916PLC001295

Email:Careers@kvbmail.com

HRD/RECT _CAMP_PROV_SEL_BSSE /KVB/CR/DJA/339/ 2022-23

30/12/2022

S S Priyadarshini
Coimbatore

Applicant ID:191724
sspriyadarshini02@gmail.com
9384754420

Provisional Selection Order

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Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as **Branch Sales and Service Executive** . This selection is subject to fulfilling of the below mentioned terms and conditions.

1. Your Annual CTC will be **Rs.3.00 Lakhs**
2. Probation period will be for 12 Months from the Date of Joining.
3. This provisional selection order is valid up to **31st July 2023**.
4. The bank reserves the right to conduct, either by itself or through its representative's necessary background verification and credit checks.
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You are requested to submit the scanned copies of below mentioned documents for further Processing.

List of Documents Required

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2. Scanned copies of all Mark Sheets, consolidated mark sheet (as relevant) for SSLC, HSC, Graduation, Post- Graduation, JAIIB / CAIIB, other qualifications (if any).

You are requested to acknowledge receipt of this order by signing and forwarding the same to us immediately by return mail, on or before 06.01.2023

Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

Acknowledgement – cum – Acceptance

I _____ hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE – is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place:

Date:

SIGNATURE
(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu



(04324-226520) 225521 25 Fax: 0472 9470 Fax: 04324 227333
CIN: L65101TN1916PLC001995

Email: Career@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE/KVB/CR/DJA/340/ 2022-23

30/12/2022

Ragulkumar S
Tirupur

Applicant ID:191719
ragulsivakumar@outlook.com
8300161540

Provisional Selection Order

--**--

Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as **Branch Sales and Service Executive**. This selection is subject to fulfilling of the below mentioned terms and conditions.

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Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

Acknowledgement – cum – Acceptance

I RAGULKUMAR S hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE – is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

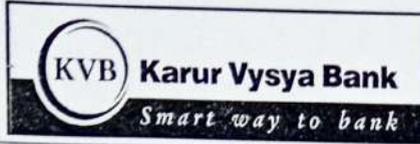
Place: COIMBATORE

Date: 06/01/2023.


SIGNATURE

(Full Name)

RAGULKUMAR S.



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

04324-226520, 225521-25 Extn.9472,9470 Fax: -04324 227555
CIN:L65H0TN1916PLC001295

Email: Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE/KVB/CR/DJA/341/ 2022-23

30/12/2022

Rakha Gokhul
Erode

Applicant ID:191743
rakhalive@yahoo.com
9944610104

Provisional Selection Order

--**--

Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as **Branch Sales and Service Executive**. This selection is subject to fulfilling of the below mentioned terms and conditions.

1. Your Annual CTC will be Rs.3.00 Lakhs
2. Probation period will be for 12 Months from the Date of Joining.
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Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

Acknowledgement - cum - Acceptance

I RAKHA GOKHUL SK hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE - is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place: COIMBATORE

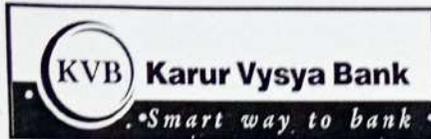
Date: 06/01/2023

S. K. Gokhul

SIGNATURE

(Full Name)

S. K. RAKHA GOKHUL.



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

☎ 04324-226520, 225521-25 Extn.9472,9470 Fax: -04324-227555
CIN:L65H0TN1916PLC001295

Email: Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE /KVB/CR/DJA/342/ 2022-23

30/12/2022

Reshma A J
Coimbatore

Applicant ID:191693
josephreshma2@gmail.com
+91 7397761971

Provisional Selection Order

--**--

Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as Branch Sales and Service Executive . This selection is subject to fulfilling of the below mentioned terms and conditions.

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2. Scanned copies of all Mark Sheets, consolidated mark sheet (as relevant) for SSLC, HSC, Graduation, Post- Graduation, JAIIB / CAIIB, other qualifications (if any).

You are requested to acknowledge receipt of this order by signing and forwarding the same to us immediately by return mail, on or before 06.01.2023

Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

Acknowledgement – cum – Acceptance

I RESHMA. A.J hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE – is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place: COIMBATORE

Date: 03/01/2023.

A.J. Reshma
SIGNATURE

(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

☎ 04324 - 226520, 225521 - 25 Extn 9472,9470 Fax 04324 227555
CIN L65110TN1916PLC001295

Email Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE /KVB/CR/DJA/345/ 2022-23

30/12/2022

Sathish P
Salem

Applicant ID:191679
sathish9488993647@gmail.com
9488993647

Provisional Selection Order

--**--

Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as Branch Sales and Service Executive. This selection is subject to fulfilling of the below mentioned terms and conditions.

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List of Documents Required

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You are requested to acknowledge receipt of this order by signing and forwarding the same to us immediately by return mail, on or before 06.01.2023

Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

Acknowledgement - cum - Acceptance

I SATHISH.P hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE - is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place: COIMBATORE

Date: 05/01/2023

P. Sathish
SIGNATURE

(Full Name)

P. SATHISH



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

☎ 04324-226520, 225521-25 Extn 9472,9470 Fax: 04324-227555
CIN:L65110TN1916PLC001295

Email: Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE /KVB/CR/DJA/347/ 2022-23

30/12/2022

Sreenitha S S
Coimbatore

Applicant ID:191688
sreenitha.iyyer@gmail.com
9597252126

Provisional Selection Order

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Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as **Branch Sales and Service Executive**. This selection is subject to fulfilling of the below mentioned terms and conditions.

1. Your Annual CTC will be Rs. 3.00 Lakhs
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Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

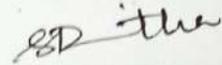
Acknowledgement - cum - Acceptance

I Sneenitha.S.S hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE - is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place: Colombatore

Date: 06.01.2023



SIGNATURE

(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR - 639 002
Tamil Nadu

04324 - 226520, 225521- 25 Extn.9472,9470 Fax: -04324-227555
CIN:L65110TN1916PLC001295

Email Careers@kvbmail.com

HRD/RECT_CAMP_PROV_SEL_BSSE/KVB/CR/DJA/349/ 2022-23

30/12/2022

Sri Hari T
Coimbatore

Applicant ID:191687
sriharithirul50@gmail.com
8248850106

Provisional Selection Order

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Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as Branch Sales and Service Executive . This selection is subject to fulfilling of the below mentioned terms and conditions.

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ASSISTANT GENERAL MANAGER

Acknowledgement - cum - Acceptance

I SRI HARI T hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE - is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place: Coimbatore

Date: 06-01-2023

S HARI T

SIGNATURE

(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR – 639 002
Tamil Nadu



04324 –226520, 225521– 25 Extn.9472,9470 Fax: -04324-227555
CIN:L65110TN1916PLC001295

Email:Careers@kvbmail.com

HRD/RECT _CAMP_PROV_SEL_BSSE /KVB/CR/DJA/351/ 2022-23

30/12/2022

Sruthi S
Coimbatore

Applicant ID:191697
ihturss7@gmail.com
8072368183

Provisional Selection Order

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Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as **Branch Sales and Service Executive** . This selection is subject to fulfilling of the below mentioned terms and conditions.

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8. Posting location will be basis the requirement of the bank and request for change of location will not be entertained.

You are requested to submit the scanned copies of below mentioned documents for further Processing.

List of Documents Required

1. Copies of PAN, Aadhar in support of your Date of Birth & Residential address.
2. Scanned copies of all Mark Sheets, consolidated mark sheet (as relevant) for SSLC, HSC, Graduation, Post- Graduation, JAIIB / CAIIB, other qualifications (if any).

You are requested to acknowledge receipt of this order by signing and forwarding the same to us immediately by return mail, on or before 06.01.2023

Kindly contact us at: 04324 - 269473/65/62 for any other guidance and assistance.

ASSISTANT GENERAL MANAGER

Acknowledgement – cum – Acceptance

I _____ hereby acknowledge the receipt of this offer and

- Agree to the terms and conditions stipulated therein.
- I am aware that the role of BSSE – is for Sales, Service and Operations at any of the branches of the banks.
- I also authorize Karur Vysya Bank or its representatives to carry out background verification, CIBIL checks for the purpose of confirming my suitability for employment at the bank.

Place:

Date:

SIGNATURE
(Full Name)



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE
ERODE ROAD, KARUR – 639 002
Tamil Nadu



04324 – 226520, 225521– 25 Extn.9472,9470 Fax: -04324-227555
CIN:L65110TN1916PLC001295

Email:Careers@kvbmail.com

HRD/RECT _CAMP_PROV_SEL_BSSE /KVB/CR/DJA/352/ 2022-23

30/12/2022

Sugan Pandian R K
Chennai

Applicant ID:191672
sugan.ferrari@gmail.com
8778080958

Provisional Selection Order

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Greetings from Karur Vysya Bank Ltd!!

Congratulations!

With reference to your application and subsequently held selection process, we are glad to inform that, you are selected as **Branch Sales and Service Executive** . This selection is subject to fulfilling of the below mentioned terms and conditions.

1. Your Annual CTC will be **Rs.3.00 Lakhs**
2. Probation period will be for 12 Months from the Date of Joining.
3. This provisional selection order is valid up to **31st July 2023**.
4. The bank reserves the right to conduct, either by itself or through its representative's necessary background verification and credit checks.
5. Provisional order does not guarantee you the employment by itself, unless the hiring requirements are fulfilled as per the bank's policy. Same is detailed below for your reference and needful action.
 - Completion of course without any track of arrears and securing 60% of marks.
 - Satisfactory reports of BGV and CIBIL checks.
6. Detailed terms of appointment with Date of Joining, Posting location and Induction schedule will be mentioned in the final appointment order.
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Date:

SIGNATURE
(Full Name)



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04324 –226520, 225521– 25 Extn.9472,9470 Fax: -04324-227555
CIN:L65110TN1916PLC001295

Email:Careers@kvbmail.com

HRD/RECT _CAMP_PROV_SEL_BSSE /KVB/CR/DJA/353/ 2022-23

30/12/2022

Vishnu Priya R
Coimbatore

Applicant ID:191867
vishnupriyaravi9@gmail.com
7639639477

Provisional Selection Order

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(Full Name)



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Tamil Nadu



04324 –226520, 225521– 25 Extn.9472,9470 Fax: -04324-227555
CIN:L65110TN1916PLC001295

Email:Careers@kvbmail.com

HRD/RECT _CAMP_PROV_SEL_BSSE /KVB/CR/DJA/354/ 2022-23

30/12/2022

Yuva Bharathi K
Coimbatore

Applicant ID:191676
yuvabharathi81189@gmail.com
7395991737

Provisional Selection Order

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Place:

Date:

SIGNATURE
(Full Name)

CCAL
CHEMFAB ALKALIS LIMITED

CCAL / HR / OL /2022-2023/A.065

January 31, 2023

Ms. MOUNA PRABHA MANOHARAN
No. 24/1, Sindhu Nagar,
Ondipudur, Coimbatore - 641 016.

Dear Ms. MOUNA PRABHA MANOHARAN,

Sub: Offer for the position of **Management Trainee - Marketing**

Congratulations!

We refer to the discussion you had with us on 11.01.2023, for the above position in our organization. We are pleased to offer you the position of **Management Trainee - Marketing** in our organisation and your Salary shall be as agreed between us.

This offer is valid subject to the condition that you are medically found to be fit for employment and your background / antecedent screening check should not have any major discrepancy. You will undergo for the pre-employment medical test to any hospital as chosen by the company for the above purpose. In case you join the company before pre-employment test and later found to be medically unfit, you will be relieved from the service on payment of salary for the period you have worked with us. You will also undergo the Background screening check, through the agency chosen by the company for the above purpose. In case you join the company before Background verification and later found to have major discrepancy, you will be relieved from the service with immediate effect.



Certificate No. OHS 86228 / EMS 71746
An ISO 14001 and ISO 45001 Certified Company

CIN No.: L24290TN2009PLC071563

Member - Dr. Rao's Group of Companies

Regd. Off: 'TEAM House', GST Road, Vandalur, Chennai - 600 048, India.

Plant: "Gnanananda Place", Kalapet, Puducherry - 605 014, India Ph : +91 413 2261000,

E-mail: chemfabalkalis@draaholdings.com, www.chemfabalkalis.com



Responsible Care®
OUR COMMITMENT TO SUSTAINABILITY



You should bring the following documents at the time of your joining:-

- Age Proof Certificate of Self, Father & Mother (Spouse & Children incase of married)
- Aadhar Proof (Photo Copy) - Driving license / Voters ID
- Qualification certificate (Photo Copy)
- Passport size photo (Self) - 2 Nos & Family Photo
- Previous experience certificate & Relieving order from the previous employer.

You are requested to join for duty on or before **20.07.2023**, after which this offer shall automatically stand cancelled. Your formal appointment letter will be issued at the time of your joining. In the mean time, we request your confirmation of acceptance of this offer by returning us a singed copy of this letter.

Thanking you,

I have read and fully understood the terms and conditions of this offer and I accept this offer on the terms and conditions mentioned above. I will be Joining duty on or before_____

Yours truly,
For CHEMFAB ALKALIS LTD

VIJAY KUMAR J
GROUP CHIEF HUMAN RESOURCES OFFICER

Date



Offer: Computer Consultancy

Ref: TCSL/DT20223677488/Chennai

Date: 06/02/2023

Mr. Jayakumar Lakshmanan
1Bharathidaasan Street Moogambigai Nagar Ext West Tambaram,
Tambaram,
Chennai-600045,
Tamilnadu.
Tel# 91-9551063518

Dear Jayakumar Lakshmanan,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade Y.

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20223677488

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,456/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹2,800/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹1,900/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.



2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Loans

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

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

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TCS Confidential

TCSL/DT20223677488

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



TERMS AND CONDITIONS

1. Relevant Experience

No experience is considered to be relevant to TCSL's business

2. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

3. Disclaimer

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

4. Training Period

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

If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If



your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

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

5. Working Hours

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

6. Mobility

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

7. Compensation Structure / Salary components

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

8. Increments and Promotions

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

9. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service



of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

12. Work in SBWS mode

TCS' Secure Borderless Workspaces(SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

13. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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



14. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

15. TATA Code of Conduct

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

16. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

17. Retirement

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

18. Pre-employment Medical Certificate

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

19. Employment of Non Indian Citizens

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



20. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

21. Submission of Documents

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

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

22. Initial Training Programme (ILP)

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation



criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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

23. Letter of Appointment

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

24. Rules and Regulations of the Company

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

25. Compliance to all clauses

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

26. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI



processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Jayakumar Lakshmanan
Designation	Management Trainee
Institute Name	Coimbatore Institute Of Technology, Coimbatore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	25,206	3,02,472
2) Performance Pay		
Monthly Performance Pay	2,800	33,600
Quarterly Variable Allowance*	1,900	22,800
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	47,628	5,79,430

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

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

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,456	2,09,472
GROSS BOUQUET OF BENEFITS	25,206	3,02,472



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy

Ref: TCSL/DT20223721175/Chennai

Date: 06/02/2023

Ms. Sreenitha S S
2/57, First Main Road Kanji Maanagar,
Cheran Maanagar,
Coimbatore-641035,
Tamil Nadu.
Tel# -

Dear Sreenitha S S,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade Y.

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides break-up of the compensation package.

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

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

TCS Confidential

TCSL/DT20223721175

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,456/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹2,800/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹1,900/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.



2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Loans

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

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

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TCS Confidential

TCSL/DT20223721175

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



TERMS AND CONDITIONS

1. Relevant Experience

No experience is considered to be relevant to TCSL's business

2. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

3. Disclaimer

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

4. Training Period

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

If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If



your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

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

5. Working Hours

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

6. Mobility

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

7. Compensation Structure / Salary components

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

8. Increments and Promotions

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

9. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service



of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

12. Work in SBWS mode

TCS' Secure Borderless Workspaces(SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

13. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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



14. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

15. TATA Code of Conduct

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

16. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

17. Retirement

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

18. Pre-employment Medical Certificate

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

19. Employment of Non Indian Citizens

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



20. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

21. Submission of Documents

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

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

22. Initial Training Programme (ILP)

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation



criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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

23. Letter of Appointment

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

24. Rules and Regulations of the Company

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

25. Compliance to all clauses

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

26. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI



processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Sreenitha S S
Designation	Management Trainee
Institute Name	Coimbatore Institute Of Technology, Coimbatore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	25,206	3,02,472
2) Performance Pay		
Monthly Performance Pay	2,800	33,600
Quarterly Variable Allowance*	1,900	22,800
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	47,628	5,79,430

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

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

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,456	2,09,472
GROSS BOUQUET OF BENEFITS	25,206	3,02,472



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

14th February 2023

Ragulkumar S
Tiruppur

Dear RagulKumar ,

We would like to congratulate you on being selected for the Intern – Business Development position with effective from **16th February, 2023**.

Everyone at UI was very impressed by your intelligence, personality and motivation level. You offer a rich mixture of qualities and work experiences that we feel would be of tremendous benefit to the company.

In turn, we sincerely believe that UI is the perfect place for you. This is a Company full of energetic, devoted, driven people who like each other. The importance of that cannot be overstated.

Your Internship programme with Unlimited Innovations India Private Limited is subjected to the following terms and conditions.

1. The training period shall commence on **16th February, 2023** and shall be for a period of 3 months.
2. You will be entitled to a stipend amount of **INR. 15,000/-**. There will be a review after 3 months and based on your performance and feedback you will be confirmed.
3. You will be entitled for 1-day casual leave for the first three months.
4. During the training period, you shall adhere to all the rules and regulations which are applicable to all employees of the organization, and you shall faithfully observe, comply and adhere to the same. The rules include the various company policies on hours of work, process for handling assignment that are given to you from time to time, network usage, and use of company materials. The policy may be modified by the company from time to time.

5. During the training period your performance will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of the training period you will be confirmed in the regular service of the Company.
6. You are obliged to take care of all company property given to you and return the same to the company either upon demand or upon the termination of the assignment.
7. In the event of resignation, within 6 months from the date of appointment. you shall pay the Company liquidated damages including the training cost which will be indicated to you at the time of resignation.
8. Termination by Intern: The intern may resign from the Internship of the company at any time by issuing 30 working days as notice period to the Company.
9. In the event of breach of the above terms, continuing, repeated or willful failure or refusal to perform by you, then company will terminate your training period by giving 1-week notice.

So please indicate your acceptance of this offer by e-signing space below.

Sincerely,

For **Unlimited Innovations India Pvt. Ltd.,**


Anushashri A D
Manager - Human Resources

Accepted:

E-Signature of Intern: _____



Date: 14th February 2023

WELCOME LETTER:

Greetings from Future Generali India Life Insurance Company Ltd.

Internship period:

It's my pleasure to write you on the process of Agency Organizer followed by FUTURE GENERALI LIFE INSURANCE CO LTD .You will be appointed as a Financial Planning Advisor for 3 months period and tested on knowledge, skills and attitude. Based on your achievement, you will be promoted as an Agency Organizer with 2 recruitments.

Candidate must undergo 3 months training period in which you will be working as Financial Planning Advisor. In this you must complete at least 150000 collected premium with 6 Nop, on completion of this business norms you will be paid Commission 30000. You must fulfill at least min business to get Commission.

TARGET	NOP	PERIOD	FYC
150000	06	90 DAYS	30000

The above is training period commission based earnings based on completion of training period business norms

Annual Employee Total Rewards Plan – Fixed Structure Applicable [4months onwards]

Payout Details For AO's

AO Grade 1	900000.00
Salary of AO	54000.00
Production Incentive paid to AO	108000.00
Annual Bonus	18000.00
Recruitment Fee	1000.00
Annual Income	181000.00
AO Grade 2	1200000.00
Salary of AO	72000.00
Production Incentive paid to AO	162000.00
Annual Bonus	24000.00
Recruitment Fee	1000.00
Annual Income	259000.00
AO Grade 3	1800000.00
Salary of AO	108000.00
Production Incentive paid to AO	270000.00
Annual Bonus	36000.00
Recruitment Fee	1000.00
	415000.00

TERMS AND CONDITIONS:

We will be pleased to welcome you on the basis of below points listed. First you should follow the rules framed by your Reporting Manager. After the completion of training, candidates will appear for IRDA exam. You need to fulfill the business norms as above mentioned and then recruit min 2 candidates under you. After that you will be promoted as an Agency Organizer. Hope the communication is clear and more clarification can be sought from the undersigned.

Candidate's Signature

FUTURE GENERALI INDIA LIFE INSURANCE COMPANY Ltd

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Candidate's Signature

RAHUL M
11.03.2023

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Candidate's Signature

Dear Geethanjali S,

We are pleased to offer you a position of **Customer Service Manager**, at **L0 Level** as per the following terms and conditions.

1. Place of Posting: ROTN-Coimbatore. Your final location would be confirmed at the time of joining. The Company has pan India operations and hence your posting is transferable. Your scope of work will include but not limited to all the functions related to **Customer Service, Sales Coordination, Collections-Support and Operations** for the company.

2. Working hours: Working hours are from 09:30 AM to 06:00 PM, 6 days per week. However, if the exigency of work demands, you should be prepared for longer work hours to ensure timely completion of assigned tasks.

3. Probation: You will be on probation for a period of six months from the date of joining. Upon successful completion of probation your appointment will be confirmed. Your probation may be extended depending on your performance.

4. Compensation Package:

4.1. Salary: As per the structure mentioned below:

Particulars (p.a.)	Amt (Rs.)
Basic Salary	Rs. 180,000
House Rent Allowance	Rs. 90,000
Leave & Travel Allowance	Rs.
Flexible Allowance	Rs.
Other Allowances	Rs. 83,400
Provident Fund	Rs. 21,600
Gross Salary	Rs. 375,000
Incentives	Rs. 75,000
CTC *	Rs. 450,000

*Insurance is a company paid benefit which is over and above your CTC

4.2. Allowances:

4.2.1. The Flexible Allowance can be availed either through salary or in the form of reimbursement of food , fuel , communication through Sodexo multi benefit card (At present this is **Rs. p.a.**)

4.2.2. Official travel will be reimbursed subject to the policies of the company governing the same.

4.3. Other Benefits:

4.3.1. You will be entitled to Privilege Leave (PL) of 21 Days per annum, however no such leave is allowed within the first 6 months of joining

4.3.2. You will be entitled to an Incentive which will depend on your performance against targets planned for specific periods and other rules governing the same. (At present performance based incentives for Customer Service Manager are pegged at **Rs. 75,000** /- p.a)

4.3.3. You will be covered under the group medical and accident insurance policies of the company

5. General:

5.1 You are expected to devote your whole time, attention and ability to the interest of the company and show total commitment to its goals.

5.2 You will have to maintain absolute secrecy and confidentiality in regard to all the documents and information pertaining to the company and its customers, which you come across in course of your duty.

5.3 You will not engage yourself, in any business of your own or any other business/employment.

5.4 You are expected to treat these terms of employment confidential.

5.5 Breach of any of the above conditions will render you liable for termination of your employment without notice.

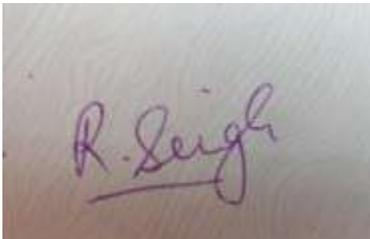
5.6 Any dispute between you and the company concerning or relating to or arising out of this offer shall be subject to the jurisdiction of and be determined by the court of the competent jurisdiction in Mumbai only.

6. Notice Period: Either party shall be entitled to terminate the said employment by giving **2 Months** notice or in-lieu of such notice, a sum equal to the gross salary (excluding Employer's Provident Fund) for the notice period at management's discretion.

7. Your **Date of Joining** shall be **April 1, 2023.**

8. Acceptance: Kindly sign the duplicate copy of this letter or send us an email to confirm your acceptance.

For Home First Finance Company India Ltd.



(Authorised Signatory)

I have read the contents of the above offer and accept the same. I will join on _____.

Date: _____

(Signature):

Dear Harithaa G,

We are pleased to offer you a position of **Customer Service Manager**, at **L0 Level** as per the following terms and conditions.

1. Place of Posting: Coimbatore. Your final location would be confirmed at the time of joining. The Company has pan India operations and hence your posting is transferable. Your scope of work will include but not limited to all the functions related to **Customer Service, Sales Coordination, Collections-Support and Operations** for the company.

2. Working hours: Working hours are from 09:30 AM to 06:00 PM, 6 days per week. However, if the exigency of work demands, you should be prepared for longer work hours to ensure timely completion of assigned tasks.

3. Probation: You will be on probation for a period of six months from the date of joining. Upon successful completion of probation your appointment will be confirmed. Your probation may be extended depending on your performance.

4. Compensation Package:

4.1. Salary: As per the structure mentioned below:

Particulars (p.a.)	Amt (Rs.)
Basic Salary	Rs. 180,000
House Rent Allowance	Rs. 90,000
Leave & Travel Allowance	Rs.
Flexible Allowance	Rs.
Other Allowances	Rs. 83,400
Provident Fund	Rs. 21,600
Gross Salary	Rs. 375,000
Incentives	Rs. 75,000
CTC *	Rs. 450,000

*Insurance is a company paid benefit which is over and above your CTC

4.2. Allowances:

4.2.1. The Flexible Allowance can be availed either through salary or in the form of reimbursement of food , fuel , communication through Sodexo multi benefit card (At present this is **Rs. p.a.**)

4.2.2. Official travel will be reimbursed subject to the policies of the company governing the same.

4.3. Other Benefits:

4.3.1. You will be entitled to Privilege Leave (PL) of 21 Days per annum, however no such leave is allowed within the first 6 months of joining

4.3.2. You will be entitled to an Incentive which will depend on your performance against targets planned for specific periods and other rules governing the same. (At present performance based incentives for Customer Service Manager are pegged at **Rs. 75,000** /- p.a)

4.3.3. You will be covered under the group medical and accident insurance policies of the company

5. General:

5.1 You are expected to devote your whole time, attention and ability to the interest of the company and show total commitment to its goals.

5.2 You will have to maintain absolute secrecy and confidentiality in regard to all the documents and information pertaining to the company and its customers, which you come across in course of your duty.

5.3 You will not engage yourself, in any business of your own or any other business/employment.

5.4 You are expected to treat these terms of employment confidential.

5.5 Breach of any of the above conditions will render you liable for termination of your employment without notice.

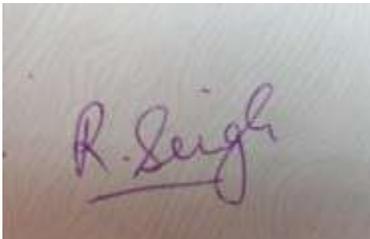
5.6 Any dispute between you and the company concerning or relating to or arising out of this offer shall be subject to the jurisdiction of and be determined by the court of the competent jurisdiction in Mumbai only.

6. **Notice Period:** Either party shall be entitled to terminate the said employment by giving **2 Months** notice or in-lieu of such notice, a sum equal to the gross salary (excluding Employer's Provident Fund) for the notice period at management's discretion.

7. Your **Date of Joining** shall be **April 1, 2023.**

8. **Acceptance:** Kindly sign the duplicate copy of this letter or send us an email to confirm your acceptance.

For Home First Finance Company India Ltd.



(Authorised Signatory)

I have read the contents of the above offer and accept the same. I will join on _____.

Date: _____

(Signature):

Dear Rathish Kanthamani,

We are pleased to offer you a position of **Relationship Manager**, at **L1 Level** as per the following terms and conditions.

1. Place of Posting: ROTN- Coimbatore. Your final location would be confirmed at the time of joining. The Company has pan India operations and hence your posting is transferable. Your scope of work will include but not limited to all the functions related to **Sales, Business Development, Credit and Collections** for the company.

2. Working hours: Working hours are from 09:30 AM to 06:00 PM, 6 days per week. However, if the exigency of work demands, you should be prepared for longer work hours to ensure timely completion of assigned tasks.

3. Probation: You will be on probation for a period of six months from the date of joining. Upon successful completion of probation your appointment will be confirmed. Your probation may be extended depending on your performance.

4. Compensation Package:

4.1. Salary: As per the structure mentioned below:

Particulars (p.a.)	Amt (Rs.)
Basic Salary	Rs. 180,000
House Rent Allowance	Rs. 90,000
Leave & Travel Allowance	Rs. 20,000
Flexible Allowance	Rs. 67,200
Other Allowances	Rs. 71,200
Provident Fund	Rs. 21,600
Gross Salary	Rs. 450,000
Incentives	Rs. 150,000
CTC *	Rs. 600,000

*Insurance is a company paid benefit which is over and above your CTC

4.2. Allowances:

4.2.1. The Flexible Allowance can be availed either through salary or in the form of reimbursement of food , fuel , communication through Sodexo multi benefit card (At present this is **Rs. 67,200 p.a.**)

4.2.2. Official travel will be reimbursed subject to the policies of the company governing the same.

4.3. Other Benefits:

4.3.1. You will be entitled to Privilege Leave (PL) of 21 Days per annum, however no such leave is allowed within the first 6 months of joining

4.3.2. You will be entitled to an Incentive which will depend on your performance against targets planned for specific periods and other rules governing the same. (At present performance based incentives for Relationship Manager are pegged at **Rs. 150,000 /- p.a**)

4.3.3. You will be covered under the group medical and accident insurance policies of the company

5. General:

5.1 You are expected to devote your whole time, attention and ability to the interest of the company and show total commitment to its goals.

5.2 You will have to maintain absolute secrecy and confidentiality in regard to all the documents and information pertaining to the company and its customers, which you come across in course of your duty.

5.3 You will not engage yourself, in any business of your own or any other business/employment.

5.4 You are expected to treat these terms of employment confidential.

5.5 Breach of any of the above conditions will render you liable for termination of your employment without notice.

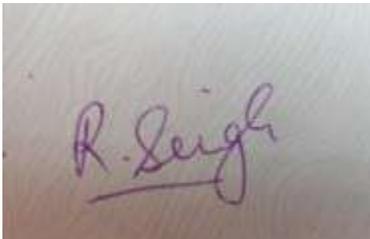
5.6 Any dispute between you and the company concerning or relating to or arising out of this offer shall be subject to the jurisdiction of and be determined by the court of the competent jurisdiction in Mumbai only.

6. **Notice Period:** Either party shall be entitled to terminate the said employment by giving **2 Months** notice or in-lieu of such notice, a sum equal to the gross salary (excluding Employer's Provident Fund) for the notice period at management's discretion.

7. Your **Date of Joining** shall be April 1, 2023.

8. **Acceptance:** Kindly sign the duplicate copy of this letter or send us an email to confirm your acceptance.

For Home First Finance Company India Ltd.



(Authorised Signatory)

I have read the contents of the above offer and accept the same. I will join on _____.

Date: _____

(Signature):

Personal & Confidential

Date: 10-03-2023

HR/Offer/2023/ NT048

Dear Sri Hari T,

We would like to congratulate you on being selected for internship with **CloudThat Technologies Private Ltd.** based at **Bangalore**. Your internship is scheduled to start effective from **13th March 2023** for a period of 6 Months. At CloudThat, you will spend internship period in learning in various marketing activities. During the Internship, your stipend will be Rs **15,000/-** per month. After the Internship, based upon your performance, you will be offered full time employment with a revised salary package of **Rs. 500,000/-** per annum (Fixed: Rs. 400,000/- per annum and Variable: Rs. 100,000/- per annum)

On joining the Company, in case, if you desire to terminate the internship for the said period of 6 months, then you shall provide Company Fifteen (15) calendar days of prior written notice with reason of such termination.

The documents listed in Annexure-A are required to be submitted along with your acceptance of the offer letter within 2 business days of receiving this letter.

For CloudThat



Bhavesh Goswami
CEO & Founder

I agree to the terms of employment set forth above.

Signature:

Name:

Date Accepted:

Start Date:

Annexure- A

S no	Documents to be provided
1	Copy of passing certificate or equivalent of Graduation exam and/or post-graduation exam, if applicable.
2	Copy of certificate/diploma of any additional professional qualifications acquired
3	Copy of Passport for proof of permanent address, identity and age. If no passport, then copy of Electricity bill and Ration Card/Driving License needs to be given.
4	Recent Passport size photographs (2 nos.)
5	Copy of PAN Card (Both the sides). In absence of PAN card, copy of application for PAN card must be given to the organization within one month from joining
6	Copy of Aadhar Card (Both the sides). In absence of Aadhar card, copy of application for Aadhar card must be given to the organization within one month from joining

06-Oct-22

Mr. Chakrabaani H
1/C, Rangji Street
Gugai, Salem
Tamil Nadu-636006

Dear Chakrabaani:

It is a sincere pleasure to make this formal offer for the position of Member Technical in our organisation.

In the event that you accept our offer and join our organisation, you will be paid a gross compensation of ₹1,600,000 (Rupees Sixteen Lakhs Only) per year. You will be eligible for an annualized variable compensation in an indicative range of ₹200,000 ~ ₹300,000 (Rupees Two Lakhs to Rupees Three Lakhs Only) for the year 2023 contingent on you being employed by the organization when the variable compensation is paid out. This amount may be finalized based on the organisation's and your individual performance and is subject to change at the discretion of the organization. Total compensation is ₹1,800,000 ~ ₹1,900,000 (Rupees Eighteen Lakhs to Rupees Nineteen Lakhs Only) per year. The details of the compensation are attached as Annexure I for your reference.

You will also be eligible for a signing bonus of ₹200,000 (Rupees Two Lakhs Only) which will be payable along with your first salary.

You will be eligible for an award of ₹1,000,000 (Rupees Ten Lakhs Only) under the organization's applicable Long Term Incentive program. These amounts are payable at the end of each calendar year as detailed in Annexure I of this letter. All payments under this program are contingent on your being employed by the organisation when the award is paid out, and is subject to the terms and conditions of the said program.

You are required to confirm your acceptance of the employment offer within three (3) days of receipt of this letter by signing the copy of this letter enclosed. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing within the stipulated time.

Our offer is contingent on:

- (i) the successful completion of your background checks and verification of your credentials, testimonials, successful completion of all requirements of the graduation course, reference checks, and other particulars mentioned by you in your application at the time of your appointment, and
- (ii) your acceptance of the terms of the organisation's employment agreement and your agreement to abide by all applicable organisation policies (modified from time to time), including the organisation's Code of Ethics (a copy of which is enclosed for your reference) which establishes the standard of business conduct that all employees must follow. The Code of Ethics summarizes certain key Compliance policies, including (among others) the organisation's policies on personal securities and commodities trading and outside business activities. The personal trading policy requires the use of Compliance-approved designated brokers for personal trading accounts and minimum holding periods for certain transactions and may, in certain cases, prohibit certain transactions in personal accounts. The outside activities policy requires that employees' potential outside business activities be disclosed to and approved by the organisation upon joining the organisation or before commencing a new activity.

You will be required to join the organisation on or before 05-Jun-23. Should you accept this offer, in case of termination for any lawful reason/resignation of services; either party will be required to give two months' notice in writing.

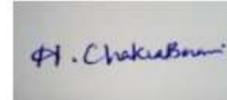
Once again, we express our unanimous excitement at the prospect of your joining the organisation. We look forward to the prospect of a long and mutually rewarding professional relationship.

Best Wishes,

Digitally signed by
**CHAITANYA
GORREPATI**
Date: 2022.10.14
14:12:19 +05'30'

Chaitanya Gorrepati
Authorized Signatory

Accepted



Chakrabaani H



Aravind Gokul A

September 27, 2022

Dear Aravind,

On behalf of Tekizma India Solutions Private Limited., we are pleased to extend an offer of employment for the position of **Product Engineer**. Your start date for this offer will be **July 2nd, 2023**.

In the event you accept this offer and join our organization, your total compensation will be **Rs 7,00,000 (Seven Lakh Rupees Only)** per annum.

Salary will be paid monthly, and subject to deduction for taxes and other withholdings. Please see the below schedule for your monthly pay.

Your appointment is subject to signing of the terms and conditions and the NDA document that will be given on the first day of employment. Please read through the key terms of your appointment-

1. You will be on probation for a period of six months from the date you join Tekizma. Confirmation will be subject to your successfully completing your probationary period.
2. This offer is subject to successful background verification.
3. While you join us as **Product Engineer** the Company reserves the right to assign work to you in such other capacities and such places in India and abroad as the Company may decide from time to time.
4. Our offer is contingent on your acceptance of the company's "Terms and Conditions of Employment". Further, you will abide by the rules and regulations of the Company which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service which shall be binding on you.
5. During probationary period, company can terminate the employment with or without giving notice if performance standards are not met, breach of any obligations to be observed and misconduct in relation to duties to carry out all orders and instructions lawfully issued to employee by the company.

Please sign a copy of this letter and mail it back to us to confirm your acceptance. In the event, we did not receive your confirmation within 7 days, the offer will be deemed invalid.

US Head Office: Tekizma Inc
620 Herndon Parkway Suite 350
Herndon VA 20171
Phone 2028885301

India Office: Tekizma India Solutions Pvt Ltd
Helios Business Park
Level 10, Wing C, 150 Outer Ring Road,
Kadubeesanahalli, Varthur Hobli, Bangalore 560103

www.tekizma.com



Your employment with the Company can be terminated by either party by giving 2 months' notice. You are required to bring the following documents in original & photocopy at the time of joining us:

- School leaving certificate/mark sheets (10, 10+2)
- Graduate certificate and mark sheet.
- Post Graduate certificate and mark sheet (if applicable).
- Relieving letter and Experience certificate from all the previous employers (if applicable).
- Last 2 pay slips from your previous employer (if applicable).
- Latest Form 16 (if you are an IT assesses)
- Pan Card
- Passport (If not available, please apply)
- Two copies of your recent size photographs.

Breach of any of the conditions mentioned in this letter and including Company's "Terms and Conditions of Employment" and other rules and regulations will render you liable to immediate termination of your employment without any notice or compensation.

We look forward to a long lasting and mutually beneficial relationship and are confident your abilities will play a key role in our Company. Please let me know if you have any questions.

Sincerely,



Date: 27/09/2022

Vidya V

Human Resources

Tekizma India Solutions Private Limited.

I have read and accept the offer



Date:

Name: Aravind Gokul A

US Head Office: Tekizma Inc
620 Herndon Parkway Suite 350
Herndon VA 20171
Phone 2028885301

India Office: Tekizma India Solutions Pvt Ltd
Helios Business Park
Level 10, Wing C, 150 Outer Ring Road,
Kadubeesanahalli, Varthur Hobli, Bangalore 560103



Annexure 1

Details of Compensation

Name: Aravind Gokul A		Date: 02/07/2023	
Designation: Product Engineer		Location: Remote/Bangalore	
CTC		7,00,000	
Salary*		Annual	Monthly
	Basic Salary	252,000	21,000
	House Rent Allowance (40% of Basic)	100,800	8,400
	Special Allowance	197,960	16,497
	Tekizma Select (Optional)- see below	49,000	4,083
	Gross Monthly Compensation	599,760	49,980
	Provident Fund	30,240	2,520
	CTC Fixed	630,000	52,000
	Annual Bonus**	70,000	
	Total CTC	700,000	
	Tekizma Optional Select		
	Internet and Mobile	24,000	2,000
	Parents Insurance Benefit***	25,000	2,083
	Additional Benefits		
	Employee and Family Insurance****	Company Paid	
	Personal Accidental Insurance	Company Paid	

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India Office: Tekizma India Solutions Pvt Ltd
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Level 10, Wing C, 150 Outer Ring Road,
Kadubeesanahalli, Varthur Hobli, Bangalore 560103



*Any tax liability out of the above compensation elements will be to the employee's own account.

**Annual Retention Bonus is paid by the end of the year considering the employee stays with the company until 31st of December 2023. Annual Bonus will be paid on December 2023 in prorated form.

***If Employee wants to cover the parents under Mediclaim.

****Employee and Family Insurance scheme is of INR 5 Lakhs Per Annum.

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Herndon VA 20171
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Kadubeesanahalli, Varthur Hobli, Bangalore 560103

www.tekizma.com

5.2.1 Number of outgoing students who got placement during the year

Name of student placed with his/her contact details	Programme completed	Name of the employer with contact details	Pay package lpa at the time of appointment
AJITHA SHRI S	B.E. Civil	CADS SOFTWARE	2.16
AKASH R	B.E. Civil	CTS GENC	4
AMEER SULTHAN I	B.E. Civil	SOBHA HARTLAND	13
AMIRTHA PRIYA A	B.E. Civil	L&T	6
ATHIBAN THANGARAJA D	B.E. Civil	CTS GENC	4
BHAGATH SINGH P R	B.E. Civil	JSW	8.5
DHANUSH GOWTHAM H	B.E. Civil	WTT INTERNATIONAL	1.8
DHARUN V	B.E. Civil	URC CONSTRUCTIONS	2.5
GURUSWARAN M	B.E. Civil	L&T	6
HEERASHREE G J	B.E. Civil	L&T	6
S.HEMA	B.E. Civil	AVASOFT	5
JAGANRAJ S	B.E. Civil	CTS GENC	4
R JEEVADHARSAN	B.E. Civil	FUTURE GENERALI	2.5
KAMAL D	B.E. Civil	L&T	6
KARTHI D	B.E. Civil	SOBHA HARTLAND	13
S. KARTHIK BALA	B.E. Civil	AVASOFT	5
KARTHIKEYAN D	B.E. Civil	L&T	6
MALIK MISHAL S	B.E. Civil	FUTURE GENERALI	2.5
MATHAN KUMAR M	B.E. Civil	L&T	6
MENAKA T	B.E. Civil	CADS SOFTWARE	2.16
NATHEEM AHAMED A U	B.E. Civil	CARBORUNDUM	3.75
PRAVIN.A	B.E. Civil	URC CONSTRUCTIONS	2.5
PREETHI R	B.E. Civil	FUTURE GENERALI	2.5
SANTHOSH S	B.E. Civil	L&T	6
SENTHUR	B.E. Civil	O9 SOLUTIONS	10.1
SHANTHOSH S	B.E. Civil	L&T	6
SNEHA SUNIL SHIVPUJE	B.E. Civil	TCS NINJA	3.6
SRI SANJEET K	B.E. Civil	URC CONSTRUCTIONS	2.5
SUJITHA S	B.E. Civil	SOUTH INDIAN BANK	10
YOGESHWARAN S	B.E. Civil	L&T	6
ADITHIYA R	B.E. Civil	L&T	6
AKEEL JAVID BABA	B.E. Civil	JSW	8.5
GOKULA SARAVANAN S	B.E. Civil	AVASOFT	5
GURULAKSHMI G	B.E. Civil	FUTURE GENERALI	2.5
HAREESH MUTHU A	B.E. Civil	WTT INTERNATIONAL	1.8
JERISH KHANNA AS	B.E. Civil	JSW	8.5
KAAVYASRI M J	B.E. Civil	SAIPEM	6
KALAIYARASAN S	B.E. Civil	JSW	8.5

MOHANA J	B.E. Civil	CADS SOFTWARE	2.16
MOUNIKA DEVI P	B.E. Civil	TECHNIP ENERGIES	5.8
NIVEDHA V	B.E. Civil	SAIPEM	6
PAVITHRA R	B.E. Civil	L&T	6
ROOPESH T	B.E. Civil	CADS SOFTWARE	2.16
SARULATHA ANANDAN	B.E. Civil	VESTAS	3.6
SHIDDESHWAR R	B.E. Civil	L&T	6
SINEKA PRIYA .B	B.E. Civil	CADS SOFTWARE	2.16
SWETHA L U	B.E. Civil	AVASOFT	5
THILAK S	B.E. Civil	URC CONSTRUCTIONS	2.5
VARSHINI P	B.E. Civil	SAIPEM	6
VIJAY M	B.E. Civil	CADS SOFTWARE	2.16
ARUN PRASATH S	B.E. Civil	WTT INTERNATIONAL	1.8
GURUPRASATH U	B.E. Civil	CADS SOFTWARE	2.16
KIRAN JOSHUA M	B.E. Civil	WTT INTERNATIONAL	1.8
AADIL YOUSUF	B.E. Civil	URC CONSTRUCTIONS	2.5