

Date: March 11, 2022
Ref: LTI/HR/Campus/NEG/2022
Name: RAJAMMAL B
College: Prince Shri Venkateshwara Arts and Science College

OFFER OF EMPLOYMENT

Dear RAJAMMAL B,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Associate Trainee.

During the initial training period, your CTC including all benefits will be Rs.3,14,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

- 1. Increments and Promotions**
Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.
- 2. Overseas Deputation/International Assignment**
It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.
- 3. Documents**
Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

B. Kalpane
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-608 073.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Subhashish Banerji

Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

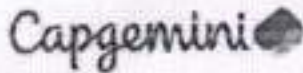
B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVARKKAM, CHENNAI-500 073.

ANNEXURE-1

| Name : RAJAMMAL B | Date : March 11, 2022 | |
|------------------------------|-----------------------|----------|
| Salary Grade : AT1 | | |
| Components | Rs. p.a. | Rs. p.m. |
| Basic | | 15,000 |
| Bouquet of Benefits | | 6,015 |
| Bonus | | 1750 |
| A. Base Salary (PA) | 273,180 | 22,765 |
| Annual Incentive | 0 | |
| B. Total Variable (PA) | 0 | |
| C. Total Target Cash (A+B) | 273,180 | |
| Provident Fund (PF) | 21,600 | 1,800 |
| Gratuity | 8,664 | 722 |
| Mediclaime Premium | 10,556 | |
| D. Retirals & Other Benefits | 40,820 | |
| Cost to Company (CTC) C+D | 314,000 | |

B. Kalpana
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PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Aahat MDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4200 | Fax: +91 22 7141 2121
www.capgemini.com/in/en

Superset ID: 1851908

Letter of Intent ("LOI")

Dear Rajasekar R,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A3** with Capgemini Technology Services India Limited (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Global Content Transformation Private Limited

(A Unit of Aptara, Inc)

GCTPL/FPG/B1
M Rajasekar
Chennai

June 03, 2022

Sub: Letter of Intent

Dear Rajasekar M,

This is with reference to your application for a suitable employment in our organization, and the subsequent round of tests and interviews you had with us. We are very pleased to offer you the position of **Financial Associate** in our organization.

You are required to submit the following documents (photocopy) at the time of joining us:

- Proof of Identification (Photocopy of passport/Photo I.D Proof Signed By Class 1 Gazetted Officer/Election card/PAN Card)
- Address proof (Photocopy of ration card/driving license/rent agreement/landline phone/electric bill)
- All Educational/Professional certificates (School & College).
- Last drawn salary slip from the previous organization.
- Resignation Acceptance/Relieving certificate from previous employer, if applicable.
- Latest Form 16, if applicable.
- Medical certificate as per the attached Annexure.
- Six passport size photographs.
- Two Postcard size family photograph (in case unmarried – with mother and father, in case married – with spouse and children) for ESI, if applicable.
- Please bring your Original documents at the time of joining for the verification purpose.

You are required to join us on or before **June 08, 2022 at 9:30 a.m. sharp** at **Global Content Transformation Private Ltd, 4th Floor, work easy space, 2/88 OMR, Seevaram, Saravana Matrix Tower LLP, OMR, Seevaram, Perungudi, Chennai 600096**, failing which this offer stands withdrawn. Your formal appointment letter shall be given to you after completion of your joining formalities.

Please submit the copy of Accepted Resignation Letter within 36 hours from the issue of LOI, failing which the LOI stands cancelled.

Look forward to a long & meaningful association with you.

Thanking you,
For Global Content Transformation Pvt Ltd.

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI - 600 073.

Jaya Chandran
General Manager – Human Resource

Global Content Transformation Private Limited

Registered Office: Flat No. 38, 3rd Floor, Satkar Building, 79-80, Nehru Place, New Delhi – 110019, INDIA
Works: Global Content Transformation Private Ltd, 4th Floor, Work Easy Space, 2/88 OMR, Seevaram, Saravana Matrix Tower LLP, OMR, Seevaram, Perungudi, Chennai 600096

Global Content Transformation Private Limited

(A Unit of Aptara, Inc)

| | |
|------------------------|-----------------------|
| Name | M RajaSekar |
| Designation | : Financial Associate |
| Date of Joining | : June 08,2022 |

| Level:B1 | INR |
|----------------------|--------------------|
| Gross | 15,229.00 |
| Basic | 12,691.00 |
| Statutory Bonus | 2,538.00 |
| PF | 1,523.00 |
| Employers ESI | 495.00 |
| Personal Accident | 60.00 |
| Gratuity | 610.00 |
| TOTAL RETIRAL | 2,688.00 |
| GROSS | 15,229.00 |
| CTC | 17,917.00 |
| CTC (PA) | 2,15,004.00 |

Note:

- Gratuity amount would be payable only in accordance with the conditions as contained in The Payment of Gratuity Act 1972.
- Your CTC would be revised on successfully completion of probation period based on individual performance.

For Global Content Transformation Pvt Ltd.

Jaya Chandran
General Manager – Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 606 073.

Global Content Transformation Private Limited

Registered Office: Flat No. 38, 3rd Floor, Satkar Building, 79-80, Nehru Place, New Delhi – 110019, INDIA
Works: Global Content Transformation Private Ltd, 4th Floor, Work Easy Space, 2/88 OMR,
Seevaram, Saravana Matrix Tower LLP, OMR, Seevaram, Perungudi, Chennai 600098

23-Jul-2022

Dear RAJASEKAR M,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at **Level - 1** of our Company.

| Components | Components Rs. Per annum |
|-------------------------------|--------------------------|
| Basic | 81,000 |
| Supplementary Allowance | 99,000 |
| Employer's Contribution to PF | 21,600 |
| Statutory Bonus | 7,000 |
| Gratuity | 3,894 |
| Flexible Compensation Pay | 57,506 |
| Total Fixed Pay | 270000.00 |

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

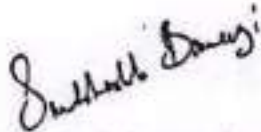
Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI - 600 073.

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI - 600 073

ANNEXURE 1

Rajasekar R
Associate and A3

You will be under probation for six (6) months from your date of joining Caggemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. On completion of 1 year of service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**

Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Caggemini

Tejinder Sethi
Head - Fresher Hiring

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
OMIDIVAKKAM, CHENNAI-600 075



Company Confidential

10th February'22

Rajavel K
Chennai

Dear Rajavel

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our Conneqt Business Solutions Limited Offices / Centre for a period of 12 Months from Date of Joining. You shall report to the training on or before 10th February'22 failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be Chennai. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim whatsoever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training within 6 months by giving 15 days' notice in writing to the company and similarly, the company may discontinue your training by giving 15 days' notice. After 6 months, if you discontinue the training, you are required to give 30 days' notice in writing to the company and similarly, the company may discontinue your training by giving 30 days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the regulations and expectations of the company, your training will be discontinued without any notice & payment in lieu thereof.

You shall be entitled to a monthly stipend as per the below mentioned grid.

CONNEQT BUSINESS SOLUTIONS LIMITED, HEAD OFFICE: 13/4th FLOOR, TRINITY CHENNAI POINT LANE, SECTOR 10, HYDRABAD ROAD, TELUKATTAI, CHENNAI. TEL: +91 44 4000 2100.
CH: 4040101-4040104, www.conneqt.com/cba

A SUBSIDIARY OF GUESS CORP
B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



Company Confidential

10th February'22

Rajesh K
Chennai

Dear Rajesh

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our Conneqt Business Solutions Limited Offices / Centre for a period of 12 Months from Date of Joining. You shall report to the training on or before 10th February'22 failing which it will be deemed that the opportunity given to you is withdrawn automatically.

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During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

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You shall be entitled to a monthly stipend as per the below mentioned grid.

CONNEQT BUSINESS SOLUTIONS LIMITED, HEAD OFFICE: 148/17, SOUTH TOWN, CHENNAI POST BOX, 600 073, ANNAPURAM NORTH, TAMILNADU, INDIA. TEL: 044 4007 8700.
DR. JAYALALITHA DEVI (MCA) CHAIRMAN, CONNEQT 2019-2020

A SUBSIDIARY OF GUESS CORP

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

| Component | Amount (Rs.) Per Month |
|---|------------------------|
| A. BASIC STIPEND | 13300.00 |
| B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately. | |
| PERFORMANCE PAY (5% of the Basic Stipend) | 700.00 |
| C. GROSS STIPEND (A + B) | 14000.00 |

You will be covered under insurance as per the company policy which can change time to time as per the management discretion.

During the period of training, you will be paid Stipend of Rs. 13300.00 per month. Tax Deductions will be as applicable.

You are eligible for Performance Incentive: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.

On successful completion of training, at the discretion of the Management, you may be offered an **Apprentice - Customer Care** position as a Probationer. You are required to work for a minimum period of one year with the company. If you leave the services without completing the mandatory period or if you fail to take up the employment as probationer, you are liable to pay the cost of training incurred by the company together with the stipend paid to you.

In all matters not mentioned herein above, you shall be governed by the rules, regulations or practices of the company pertaining to trainees from time to time.

Kindly note that you will not be entitled to any other benefits or perquisites.

This letter of training is sent to you in duplicate and we request you to kindly sign the duplicate copy of this letter as a token of acceptance of the terms and return it to us at the earliest.

With Best Regards,

For Conneqt Business Solutions Limited.




Tony Jacob Joseph
Associate Vice President - Human Resources.

I hereby read and fully understood the terms of my training letter. I hereby accept the terms and conditions.

Signature: 

Name: Rajavel. K

Date: 7-2-22


PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 077

Date: March 11, 2022
Ref: LTI/HR/Campus/NE6/2022
Name: RAJESWARI C
College: Prince Shri Venkateshwara Arts and Science College

OFFER OF EMPLOYMENT

Dear RAJESWARI C,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Associate Trainee.

During the initial training period, your CTC including all benefits will be Rs.3,14,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance. During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

- 1. Increments and Promotions**
Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.
- 2. Overseas Deputation/International Assignment**
It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.
- 3. Documents**
Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

B. Kalpana
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PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

| Component | Amount (Rs.) Per Month |
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| A. BASIC STIPEND | 13300.00 |
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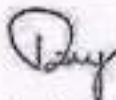
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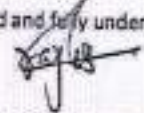
With Best Regards,

For Conneqt Business Solutions Limited,



Tony Jacob Joseph
Associate Vice President – Human Resources.

I hereby read and fully understood the terms of my training letter, I hereby accept the terms of my training.

Signature: 

Name: RAJES H. K.
Date: 10-2-22

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GANDHINAGAR, CHENNAI-600 073
A DIVISION OF GESS CORP

ANNEXURE-1

| | | |
|------------------------------|-----------------------|----------|
| Name : RAJESWARI C | Date : March 11, 2022 | |
| Salary Grade : AT1 | | |
| Components | Rs. p.a. | Rs. p.m. |
| Basic | | 15,000 |
| Bouquet of Benefits | | 6,015 |
| Bonus | | 1750 |
| A. Base Salary (PA) | 273,180 | 22,765 |
| Annual Incentive | 0 | |
| B. Total Variable (PA) | 0 | |
| C. Total Target Cash (A+B) | 273,180 | |
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| D. Retirals & Other Benefits | 40,820 | |
| Cost to Company (CTC) C+D | 314,000 | |

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESH
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI-600 060

Date: March 11, 2022
Ref: LTI/HR/Campus/NE6/2022
Name: RAJESWARY R
College: Prince Shri Venkateshwara Arts and Science College

OFFER OF EMPLOYMENT

Dear RAJESWARY R,

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It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.
- 3. Documents**
Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

ANNEXURE-1

| | | | |
|------------------------------|---------------|----------|------------------|
| Name | : RAJESWARY R | Date | : March 11, 2022 |
| Salary Grade | : AT1 | | |
| Components | Rs. p.a. | Rs. p.m. | |
| Basic | | 15,000 | |
| Bouquet of Benefits | | 6,015 | |
| Bonus | | 1750 | |
| A. Base Salary (PA) | 273,180 | 22,765 | |
| Annual Incentive | 0 | | |
| B. Total Variable (PA) | 0 | | |
| C. Total Target Cash (A+B) | 273,180 | | |
| Provident Fund (PF) | 21,600 | 1,800 | |
| Gratuity | 8,664 | 722 | |
| Mediclaime Premium | 10,556 | | |
| D. Retirals & Other Benefits | 40,820 | | |
| Cost to Company (CTC) C+D | 314,000 | | |

B. Kalpane
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
COWRIVAKKAM, CHENNAI-600 073.



Letter of Intent

April 13, 2022

S.RamaJeyam

Prince Shri Venkateshwara Arts and Science College, Chennai

Dear S.RamaJeyam,

We are pleased to inform you that you have been provisionally short-listed for employment as "Trainee".

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Training Programme at our Hexaware office in **Chennai**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 3 months and on successful completion of your training you will be paid a salary of Rs. 3 Lac per annum.

You are required to sign a service agreement of 24 Months from the date of joining, in the event of service agreement breakage you will be required to pay a sum of Rs. 2 Lac.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please countersign, scan and email the document as your confirmation within a week of receiving this letter to campusconnect@hexaware.com

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur
Vice President, Recruitment-India & APAC

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 606 073.



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

Global Content Transformation Private Limited

(A Unit of Aptara, Inc)

GCTPL/FPG/B1
M Ramya
Chennai

June 03, 2022

Sub: Letter of Intent

Dear Ramya,

This is with reference to your application for a suitable employment in our organization, and the subsequent round of tests and interviews you had with us. We are very pleased to offer you the position of **Financial Associate** in our organization.

You are required to submit the following documents (photocopy) at the time of joining us:

- Proof of Identification (Photocopy of passport/Photo I.D Proof Signed By Class 1 Gazetted Officer/Election card/PAN Card)
- Address proof (Photocopy of ration card/driving license/rent agreement/landline phone/electric bill)
- All Educational/Professional certificates (School & College).
- Last drawn salary slip from the previous organization.
- Resignation Acceptance/Relieving certificate from previous employer, if applicable.
- Latest Form 16, if applicable.
- Medical certificate as per the attached Annexure.
- Six passport size photographs.
- Two Postcard size family photograph (in case unmarried – with mother and father, in case married – with spouse and children) for ESI, if applicable.
- Please bring your Original documents at the time of joining for the verification purpose.

You are required to join us on or before **June 08, 2022 at 9:30 a.m. sharp** at **Global Content Transformation Private Ltd, 4th Floor, work easy space, 2/88 OMR, Seevaram, Saravana Matrix Tower LLP, OMR, Seevaram, Perungudi, Chennai 600096**, failing which this offer stands withdrawn. Your formal appointment letter shall be given to you after completion of your joining formalities.

Please submit the copy of Accepted Resignation Letter within 36 hours from the issue of LOI, failing which the LOI stands cancelled.

Look forward to a long & meaningful association with you.

Thanking you,
For Global Content Transformation Pvt Ltd.

Jaya Chandran
General Manager – Human Resource

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Global Content Transformation Private Limited
Registered Office: Flat No. 36, 3rd Floor, Satkar Building, 79-80, Nehru Place, New Delhi – 110019, INDIA
Works: Global Content Transformation Private Ltd, 4th Floor, Work Easy Space, 2/88 OMR,
Seevaram, Saravana Matrix Tower LLP, OMR, Seevaram, Perungudi, Chennai 600096

APTARACORP.COM

Global Content Transformation Private Limited

(A Unit of Aptara, Inc)

| | |
|-----------------|-----------------------|
| Name | M Ranya |
| Designation | : Financial Associate |
| Date of Joining | : June 08,2022 |

| Level:BI | INR |
|----------------------|--------------------|
| Gross | 15,229.00 |
| Basic | 12,691.00 |
| Statutory Bonus | 2,538.00 |
| PF | 1,523.00 |
| Employers ESI | 495.00 |
| Personal Accident | 60.00 |
| Gratuity | 610.00 |
| TOTAL RETIRAL | 2,688.00 |
| GROSS | 15,229.00 |
| CTC | 17,917.00 |
| CTC (PA) | 2,15,004.00 |

Note:

- Gratuity amount would be payable only in accordance with the conditions as contained in The Payment of Gratuity Act 1972.
- Your CTC would be revised on successfully completion of probation period based on individual performance.

For Global Content Transformation Pvt Ltd.

Jaya Chandran,
General Manager – Human Resources

B. Kalpane
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI-600 073

Global Content Transformation Private Limited

Registered Office: Flat No. 36, 3rd Floor, Selkier Building, 7B-8D, Nehru Place, New Delhi – 110018, INDIA
Works: Global Content Transformation Private Ltd, 4th Floor, Work Easy Space, 288 OMR,
Seevaram, Saravana Matrix Tower LLP, OMR, Seevaram, Perungudi, Chennai 600096.

APTARACORP.COM



Dev Systems

Ref No : Dev/Cam/115/115

18.04.2022

LETTER OF APPOINTMENT

Dear Ramya L,

We are delighted to inform you that you have been selected for the position of Web Developer at Dev Systems. We were impressed with your skills and experience, and we believe that you will be a great asset to our team.

As we discussed during the interview process, your responsibilities will include:

- Developing and maintaining the company's website
- Creating and implementing new features and functionality
- Ensuring the website is mobile-friendly and responsive
- Working with the marketing team to optimize the website for SEO
- Troubleshooting and fixing bugs as needed
- You will be reporting to the Head of Development and working closely with other members of the development team.

Your starting date will be **15th June 2022**, and your office hours will be 40 Hours per week. You will be located at our office in **Chennai**. Please arrive on your first day with the necessary documentation for verification purposes.

Your salary for this position will be **2,20,000** per year, and you will receive benefits including following benefits.

Benefit A (Casual Leave of 12 days per Annum)

Benefit B (ESIC Coverage)

Benefit C (Health Insurance Coverage upto 2,00,000)

Please sign the enclosed copy of this letter and return it on or before 30.04.2022.

Sincerely,

HR Manager

B. Kalpana
PRINCIPAL Acceptance of Offer:
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073

Ramya L

14, Kannan Koil Street, Pattaravakkam, Chennai - 600 098, Tamil Nadu
Mobile : 70109 52337 | Email : devsys@gmail.com

MRK MICRO LAB

No. 143 / 25, Thenkarai, Tamil Nadu 625601

21 March 2022

To
Ramya P
Department: B.Sc Biochemistry
College: Prince Shri Venkateshwara Arts and Science College

Letter of Offer

Dear Ramya,

Greetings from MRK Micro Lab.

Following your interview, we are very pleased to be able to make a conditional offer to you the position of **Trainee – Coding Services**. Congratulations!

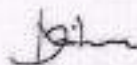
We are impressed by your qualifications and believe that your skills and experience will make a valuable contribution to our team. We offer a comprehensive training program that will provide you with the knowledge and skills you need to excel in this role. Our team of experienced professionals will provide you with hands-on training, feedback, and support throughout your training period.

As a Medical Coding Trainee, you will be responsible for coding medical diagnoses and procedures, ensuring that the coding is accurate and up to date. You will also be responsible for maintaining patient records, reviewing medical documentation, and communicating with healthcare providers to clarify diagnoses and procedures.

Your Start date will be **01 July 2022**. In this role, you will be required to work full-time, 40 hours per week. Your starting salary will be **Rs.1,56,000** and you will be eligible for health insurance, paid time off, etc.

If you are interested in accepting this position, please sign and return a copy of this letter by 31 March 2022. We look forward to welcoming you to our team and helping you grow your career in medical coding.

Sincerely,



Mahesh Prabakaran
Manager

Accepted and Agreed to:
Ramya P

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

✉ cre@microlabchennai.com

☎ +044-2624 2525

23-Jul-2022

Dear RAMYA S,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at Level - 1 of our Company.

| Components | Components Rs. Per annum |
|-------------------------------|--------------------------|
| Basic | 81,000 |
| Supplementary Allowance | 99,000 |
| Employer's Contribution to PF | 21,600 |
| Statutory Bonus | 7,000 |
| Gratuity | 3,894 |
| Flexible Compensation Pay | 57,506 |
| Total Fixed Pay | 270000.00 |

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Subhash Banerji

Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

23-Jul-2022

Dear RANJANA RAJALAKSHMI E,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at Level - 1 of our Company.

| Components | Components Rs. Per annum |
|-------------------------------|--------------------------|
| Basic | 81,000 |
| Supplementary Allowance | 99,000 |
| Employer's Contribution to PF | 21,600 |
| Statutory Bonus | 7,000 |
| Gratuity | 3,894 |
| Flexible Compensation Pay | 57,506 |
| Total fixed Pay | 170000.00 |

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India: In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Subhashish Banerji

Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

B. Kalpane
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



May 10, 2022

Ranjani K,
Chennai

Invitation to join Hashtag Inc.

Dear Ranjani K,

We are pleased to extend an offer of employment to you based on your performance during our assessment process. We believe you are a great fit for the role of Graphic Design Associate at our agency.

We offer talented and motivated individuals an opportunity to build skills and competencies that will last a lifetime. Our compensation structure generously rewards high performance. Hashtag Inc.'s strong people-oriented culture and values are another area that sets us apart and we care deeply about the individuals we employ.

While our environment is challenging and requires motivation and commitment to succeed, you will expand your professional capabilities and become part of the Hashtag Inc. family.

Enclosed you will find:

- A formal letter with your offer details (one copy for you to sign and return to us, one copy for your retention)

If at any time you have questions on our offer, the role or about our environment, please contact Kothai [Phone: 7904960344; email: hr@hashtaginc.co.in] with any questions you may have.

Congratulations, we are very excited to have you join us!

Yours sincerely,

Adithya S
Co-Founder

Chiraag Kinger
Co-Founder

B. Kalpane
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

www.hashtaginc.co.in
Anna Nagar, Chennai | Koramangala, Bengaluru
9952891999 | 9884672508



Compensation Overview

Name: Ranjani K



Title: Graphic Design Associate

| Sl. | Earning Head | Per Month (Rs.) | Annual (Rs.) |
|-----|----------------------------|-----------------|--------------|
| 1 | Basic Salary | 9,900.00 | 1,18,800.00 |
| 2 | House Rent Allowance (HRA) | 6,300.00 | 75,600.00 |
| 3 | Special Pay Allowance | 1,800.00 | 21,600.00 |
| A | Gross Salary | 18,000.00 | 2,16,000.00 |
| B | Less: Professional Tax | 208.00 | 2,496.00 |
| C | Net In-Hand Salary | 17,792.00 | 2,13,504.00 |

Note: The above compensation package should not be discussed with anyone other than the undersigned.

Authorised signatory


B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600077

Acceptance signatory

Date: March 11, 2022

Ref: LTI/HR/Campus/NE6/2022

Name: RANJITHA S

College: Prince Shri Venkateshwara Arts and Science College

OFFER OF EMPLOYMENT

Dear RANJITHA S,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Associate Trainee.

During the initial training period, your CTC including all benefits will be Rs.3,14,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

ANNEXURE-1

| Name | : RANJITHA S | Date | : March 11, 2022 |
|------------------------------|--------------|----------|------------------|
| Salary Grade | : AT1 | | |
| Components | Rs. p.a | Rs. p.m. | |
| Basic | | 15,000 | |
| Bouquet of Benefits | | 6,015 | |
| Bonus | | 1750 | |
| A. Base Salary (PA) | 273,180 | 22,765 | |
| Annual Incentive | 0 | | |
| B. Total Variable (PA) | 0 | | |
| C. Total Target Cash (A+B) | 273,180 | | |
| Provident Fund (PF) | 21,600 | 1,800 | |
| Gratuity | 8,664 | 722 | |
| MediclaIm Premium | 10,556 | | |
| D. Retirals & Other Benefits | 40,820 | | |
| Cost to Company (CTC) C+D | 314,000 | | |

B. Kalpane
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI-600 073



Company Confidential

10th February'22

Ranjithkumar J
Chennai

Dear Ranjithkumar

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our Conneqt Business Solutions Limited Offices / Centre for a period of 12 Months from Date of Joining. You shall report to the training on or before 10th February'22 failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be Chennai. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training within 6 months by giving 15 days' notice in writing to the company and similarly, the company may discontinue your training by giving 15 days' notice. After 6 months, if you discontinue the training, you are required to give 30 days' notice in writing to the company and similarly, the company may discontinue your training by giving 30 days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the regulations and expectations of the company, your training will be discontinued without any notice & payment in lieu thereof.

You shall be entitled to a monthly stipend as per the below mentioned grid.

© Conneqt Business Solutions Limited. All rights reserved. 1-800-000-1234. Chennai. For more information, visit www.conneqt.com

A SUBSIDIARY OF GUESS CORP

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

| Component | Amount (Rs.) Per Month |
|--|------------------------------|
| A. BASIC STIPEND | 13300.00 |
| B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately. | |
| PERFORMANCE PAY (5% of the Basic Stipend) | 700.00 |
| C. GROSS STIPEND (A + B) | 14000.00 |

You will be covered under insurance as per the company policy which can change time to time as per the management discretion.

During the period of training, you will be paid Stipend of Rs. 13300.00 per month. Tax Deductions will be as applicable.

You are eligible for Performance Incentive: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.

On successful completion of training, at the discretion of the Management, you may be offered an **Apprentice - Customer Care** position as a Probationer. You are required to work for a minimum period of one year with the company. If you leave the services without completing the mandatory period or if you fail to take up the employment as probationer, you are liable to pay the cost of training incurred by the company together with the stipend paid to you.

In all matters not mentioned herein above, you shall be governed by the rules, regulations or practices of the company pertaining to trainees from time to time.

Kindly note that you will not be entitled to any other benefits or perquisites.

This letter of training is sent to you in duplicate and we request you to kindly sign the duplicate copy of this letter as a token of acceptance of the terms and return it to us at the earliest.

With Best Regards,

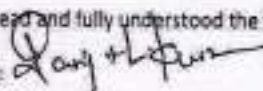
For Conneqt Business Solutions Limited,



Tony Jacob Joseph
Associate Vice President - Human Resources.

I hereby read and fully understood the terms of my training letter. I hereby accept the terms of my training.

Signature:



Name:

RAJITHA KUMAR

Date:

10.11.22

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073
A SUBSIDIARY OF CONNEQT

23-Jul-2022

Dear RATHI RUPA S,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at Level - 1 of our Company.

| Components | Components Rs. Per annum |
|-------------------------------|--------------------------|
| Basic | 81,000 |
| Supplementary Allowance | 99,000 |
| Employer's Contribution to PF | 21,600 |
| Statutory Bonus | 7,000 |
| Gratuity | 3,894 |
| Flexible Compensation Pay | 57,506 |
| Total Fixed Pay | 270,000.00 |

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

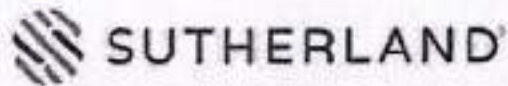
We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Subhashish Banerji

Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



June 06, 2022

Dear Reena Dorothy R,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Intern** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before June 13, 2022** on the following terms and conditions.

Your place of posting will be initially at **Chennai**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.225,000.00 /-** per annum (Rupees Two Lakhs Twenty Five Thousand Only), the details of which are given in the annexure of the appointment letter.

You shall report to **Shiva Thangavel** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Sutherland Global Services Private Ltd.
Annexure

Name of the Employee: Reena Dorothy R
Designation: Associate-CS Internet
Date of Joining: June 13, 2022
Level: 1

| Components | Rs. Per month | Rs. Per annum |
|--|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 5,234.00 | 62,812.00 |
| House Rent Allowance | 2,617.00 | 31,406.00 |
| Bonus | 1,907.00 | 22,879.00 |
| Medical Reimbursement | 1,250.00 | 15,000.00 |
| Special Allowance | 3,197.00 | 38,366.00 |
| SKILL BASED PAY (B) | | |
| Skill Based Pay | 750.00 | 9,000.00 |
| Gross Salary (A + B) | 14,955.00 | 179,463.00 |
| PERFORMANCE INCENTIVE (C) | | |
| Performance Incentive | 2,750.00 | 24,750.00 |
| STATUTORY BENEFITS AND INSURANCE (D) | | |
| Employer's Contribution to PF | 1,481.00 | 17,767.00 |
| Gratuity | 252.00 | 3,020.00 |
| CTC (A + B + C + D) | 18,750.00 | 225,000.00 |
| Net Salary (Gross-PF-ESI) | 13,363.00 | 160,350.00 |
| Potential Earning (Net Salary + Performance Incentive) | 16,113.00 | 185,100.00 |

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ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Date: March 11, 2022
Ref: LTI/HR/Campus/NE6/2022
Name: REKHA S
College: Prince Shri Venkateshwara Arts and Science College

OFFER OF EMPLOYMENT

Dear REKHA S,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Associate Trainee.

During the initial training period, your CTC including all benefits will be Rs.3,14,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

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ANNEXURE-1

| | | | |
|------------------------------|-----------|----------|------------------|
| Name | : REKHA S | Date | : March 11, 2022 |
| Salary Grade | : AT1 | | |
| Components | Rs. p.a. | Rs. p.m. | |
| Basic | | 15,000 | |
| Bouquet of Benefits | | 6,015 | |
| Bonus | | 1750 | |
| A. Base Salary (PA) | 273,180 | 22,765 | |
| Annual Incentive | 0 | | |
| B. Total Variable (PA) | 0 | | |
| C. Total Target Cash (A+B) | 273,180 | | |
| Provident Fund (PF) | 21,600 | 1,800 | |
| Gratuity | 8,664 | 722 | |
| Mediclaime Premium | 10,556 | | |
| D. Retirals & Other Benefits | 40,820 | | |
| Cost to Company (CTC) C+D | 314,000 | | |

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 GOWRIVAKKAM, CHENNAI-600 070

PRINCE SHRI VENKATESHWARA
 ARTS AND SCIENCE COLLEGE
 GOWRIVAKKAM, CHENNAI-600 070

18-05-2022

S.Renuka Parameswarl
Chennai

Subject: LETTER OF OFFER

Dear S.Renuka Parameswarl

We thank you for your interest in discussing an opportunity to be part of **Just Dial Ltd.**

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before 01.06.2022.

The annual compensation calculated on Cost to Company will be **INR 204000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Your place of posting will be **Chennai**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Annexure:-

| Annexure - Just Dial Ltd Compensation Structure | | |
|--|-------------------------------|---------------|
| Employee Name | S.Renuka Parameswari | |
| Department | Sales | |
| Designation | Certified Internet Consultant | |
| Effective Date | 01-06-2022 | |
| CTC | 204000/- per annum | |
| Pay structure | Monthly | Annual |
| Fixed Components | | |
| Basic | 9922 | 119064 |
| House Rent Allowance (HRA) | 4588 | 55056 |
| Attire Allowance | 0 | 0 |
| Field Allowance | 0 | 0 |
| Salary (C1) | 14510 | 174120 |
| Statutory Components | | |
| Employer PF Contribution | 1191 | 14292 |
| Employer ESIC Contribution | 472 | 5664 |
| Benefit's(C2) | 1663 | 19956 |
| Reimbursements | | |
| Sodexo | 0 | 0 |
| Conveyance Reimbursement | 0 | 0 |
| Fuel Reimbursement | 0 | 0 |
| Reimbursements(C3) | 0 | 0 |
| Statutory Bonus | 827 | 9924 |
| CTC (Total C1+C2+C3 + Statutory Bonus)(a) | 17000 | 204000 |
| Deductions | | |
| Employee PF Contribution | 1191 | 14292 |
| Employee ESIC Contribution | 109 | 1308 |
| Total Deductions (b) | 1300 | 15600 |
| *Net Take Home (a - b - C2) | 14037 | 188444 |
| Total CTC | 17000 | 204000 |

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

P. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



Rishika K
No: 11/5, Kalyan Nagar,
West Tambaram,
Chennai- 600 045

Dated 11th May 2022

Dear Rishika,

We are pleased to appoint you in our organisation as Software Developer Trainee.

1. Date of Appointment: Your appointment is effective from the date of joining, which shall not be later than 03rd June 2022.

2. Compensation: You will be paid a gross salary of Rs. 2,20,360/- (Rupees Two Lakhs Twenty Thousand Three Hundred and Sixty only) per annum.

3. Probation: You be in probation for the first 6 Months in employment after which you will be confirmed based on your performance.

4. Location: You will be based at Chennai and you may be relocated to any place in or outside Chennai for business reasons. If you are relocated to a place outside Chennai, you will be paid an additional allowance, at the discretion of the management, towards living expenses.

5. Responsibilities: You will diligently carry out, to the best of your ability, all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation. You must effectively perform to ensure results and will be expected to work extra hours to achieve this whenever the job so requires.

6. Holidays & Leaves:

Paid Casual Leave: The entitlement is based on continuity of your service. Other terms and conditions will be applicable to you as per the prevailing policy.

Holidays: You will be provided 10 holidays in a year which may consist of fixed days of holidays and flexible religious holidays and may be availed as per the policy in force.

Octoze Technologies (P) Ltd.
B2, 1st Mainroad,
Chandrasekar Avenue
Oshiyam, Thorapakkam
Chennai- 600 037

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 077

Phone: (91) (44) 24662582
Email: support@octoze.com
www.octoze.com

the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical Insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

| Period | Scholarship | ESI | Consolidated Scholarship (Rs. Per Month) |
|-------------|-------------|-----|--|
| First year | 15000 | 488 | 15,488/- (*) |
| Second year | 17000 | 553 | 17,553/- (*) |
| Third year | 19000 | 618 | 19,618/- (*) |
| Fourth year | 23000 | 0 | 23,000/- (*) |

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the

B. Kalpana
PRINCIPAL
 PRINCE SHRI VENKATESHWARA
 ARTS AND SCIENCE COLLEGE
 GOWRIVANKA, CHENNAI - 600 073



April 15, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear N. Risma Farhana,

Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shallen", written over a diagonal line.

Aparna Shallen
General Manager - Human Resources

Endorsement

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering institution / University upon successful completion of



Rithika E

No: 12, Mathiyalagan 1st Cross Street,
Ulagaram,
Chennai - 600 061

Dated 11th May 2022

Dear Rithika,

We are pleased to appoint you in our organisation as Software Developer Trainee.

1. Date of Appointment: Your appointment is effective from the date of joining, which shall not be later than 03rd June 2022.
2. Compensation: You will be paid a gross salary of Rs. 2,20,360/- (Rupees Two Lakhs Twenty Thousand Three Hundred and Sixty only) per annum.
3. Probation: You be in probation for the first 6 Months in employment after which you will be confirmed based on your performance.
4. Location: You will be based at Chennai and you may be relocated to any place in or outside Chennai for business reasons. If you are relocated to a place outside Chennai, you will be paid an additional allowance, at the discretion of the management, towards living expenses.
5. Responsibilities: You will diligently carry out, to the best of your ability, all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation. You must effectively perform to ensure results and will be expected to work extra hours to achieve this whenever the job so requires.
6. Holidays & Leaves:
Paid Casual Leave: The entitlement is based on continuity of your service. Other terms and conditions will be applicable to you as per the prevailing policy.

Holidays: You will be provided 10 holidays in a year which may consist of fixed days of holidays and flexible religious holidays and may be availed as per the policy in force.

Octoze Technologies (P) Ltd.
03, 1st Main road,
Chandrasekhar Avenue
Chidambaram, Thiruvallur District
Chennai - 600 097

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073
Phone: (91) (44) 24002582
Email: support@octoze.com
www.octoze.com



April 8, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear E. Robinson Sampaul,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Apama Shailen
General Manager - Human Resources

Endorsement

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering institution / University upon successful completion of

the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- I. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- I. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical Insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

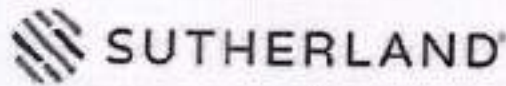
If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro

The below table lists down your scholarship details:

| Period | Scholarship | ESI | Consolidated Scholarship (Rs. Per Month) |
|-------------|-------------|-----|--|
| First year | 15000 | 488 | 15,488/- (*) |
| Second year | 17000 | 553 | 17,553/- (*) |
| Third year | 19000 | 618 | 19,618/- (*) |
| Fourth year | 23000 | 0 | 23,000/- (*) |

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



June 14, 2022

Dear Roja K,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us on or before **June 17, 2022** on the following terms and conditions.

Your place of posting will be initially at **Chennai**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.225,000.00 /-** per annum (Rupees Two Lakhs Twenty Five Thousand Only), the details of which are given in the annexure of the appointment letter.

You shall report to **Shiva Thangavel** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,

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PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Sutherland Global Services Private Ltd.
Annexure

Name of the Employee: Roja K
Designation: Associate-CS Internet
Date of Joining: June 17, 2022
Level: 1

| Components | Rs. Per month | Rs. Per annum |
|--|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 5,234.00 | 62,812.00 |
| House Rent Allowance | 2,617.00 | 31,406.00 |
| Bonus | 1,907.00 | 22,879.00 |
| Medical Reimbursement | 1,250.00 | 15,000.00 |
| Special Allowance | 3,197.00 | 38,366.00 |
| SKILL BASED PAY (B) | | |
| Skill Based Pay | 750.00 | 9,000.00 |
| Gross Salary (A + B) | 14,955.00 | 179,463.00 |
| PERFORMANCE INCENTIVE (C) | | |
| Performance Incentive | 2,750.00 | 24,750.00 |
| STATUTORY BENEFITS AND INSURANCE (D) | | |
| Employer's Contribution to PF | 1,481.00 | 17,767.00 |
| Gratuity | 252.00 | 3,020.00 |
| CTC (A + B + C + D) | 18,750.00 | 225,000.00 |
| Net Salary (Gross-PF-ESI) | 13,363.00 | 160,350.00 |
| Potential Earning (Net Salary + Performance Incentive) | 16,113.00 | 185,100.00 |

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

21.22



June 14, 2022

Dear Roja K,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before June 17, 2022** on the following terms and conditions.

Your place of posting will be initially at **Chennai**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.225,000.00** /- per annum (Rupees Two Lakhs Twenty Five Thousand Only), the details of which are given in the annexure of the appointment letter.

You shall report to **Shiva Thangavel** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI - 600 073.

Sutherland Global Services Private Ltd.
Annexure

Name of the Employee: Roja K
Designation: Associate-CS Internet
Date of Joining: June 17, 2022
Level: 1

| Components | Rs. Per month | Rs. Per annum |
|--|---------------|---------------|
| FIXED PAY (A) | | |
| Basic Salary | 5,234.00 | 62,812.00 |
| House Rent Allowance | 2,617.00 | 31,406.00 |
| Bonus | 1,907.00 | 22,879.00 |
| Medical Reimbursement | 1,250.00 | 15,000.00 |
| Special Allowance | 3,197.00 | 38,366.00 |
| SKILL BASED PAY (B) | | |
| Skill Based Pay | 750.00 | 9,000.00 |
| Gross Salary (A + B) | 14,955.00 | 179,463.00 |
| PERFORMANCE INCENTIVE (C) | | |
| Performance Incentive | 2,750.00 | 24,750.00 |
| STATUTORY BENEFITS AND INSURANCE (D) | | |
| Employer's Contribution to PF | 1,481.00 | 17,767.00 |
| Gratuity | 252.00 | 3,020.00 |
| CTC (A + B + C + D) | 18,750.00 | 225,000.00 |
| Net Salary (Gross-PF-ESI) | 13,363.00 | 160,350.00 |
| Potential Earning (Net Salary + Performance Incentive) | 16,113.00 | 185,100.00 |

PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.

Technojinn

No.89/2, Karungalpatti Main Road,
Gugai, Salem - 636 006. Tamil Nadu
Cell : 93611 41031

03 March-2022

To

Rokesh V
Prince Shri Venkateshwara Arts and Science College
Chennai

Dear Rokesh,

It was a pleasure meeting you to explore your career opportunity with Technojinn Solutions.

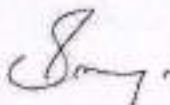
Based on our discussion, we are pleased to offer you the position of Software Developer Trainee. The CTC (Cost to Company) offered to you will be **Rs. 1,68,000/-** (CTC One Lakhs Sixty Eight thousand Only) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Welcome to Technojinn Family!

Technojinn Solutions is a fast-growing Software Development, Services and Products Company. In our endeavour to achieve and exceed our goals, we look for professionals like you who would partner the further growth of the Organization. Our work environment encourages people to fulfil their career and professional aspirations in tandem with the organizational goals. We are confident that with your skills, competencies, and capabilities you would be an invaluable addition to the team.

Please confirm your acceptance by duly signing the duplicate copy of this letter. We will appreciate you joining us in our office on or before **27-March-2022**.

Yours Sincerely,
For Technojinn Solutions,



Sowmiya Ravi
HR Specialist

B. Kalpane
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



Date: 15-Mar-22

Dear Roshan Akthar A I,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee - Technical Support**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

- 1. Gross Cost to Company:** The position includes a gross CTC of Rs. **2,50,000/-** (Rupees Two Lakh Fifty Thousand Only) per annum, before deductions, as explained further in Annexure 1.
- 2. Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. **2,26,000/-** (Rupees Two Lakh Twenty Six Thousand Only).
- 3. Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **24,000/-** (Rupees Twenty Four Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's Intranet and get familiar with all the applicable policies and processes of the company.
- 4. Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
- 5. Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
- 6. Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
- 7. Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's Intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

CSS Corp Private Limited
CIN:U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

April 13, 2022

HRD/ 1002270110/21-22

Mr. Ms. Roshini Mathoor Selvan
No: 177, Nehru nagar,
Kuthanur,
Guduvancheri-603202
India

Ph: +91- 9840766341

Dear Roshini,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **12-Sep-2022**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Annexure:-

| Annexure - Just Dial Ltd Compensation Structure | | |
|--|-------------------------------|---------------|
| Employee Name | K.Rubachandran | |
| Department | Sales | |
| Designation | Certified Internet Consultant | |
| Effective Date | 01-06-2022 | |
| CTC | 204000/- per annum | |
| Pay structure | Monthly | Annual |
| Fixed Components | | |
| Basic | 9922 | 119064 |
| House Rent Allowance (HRA) | 4588 | 55056 |
| Attire Allowance | 0 | 0 |
| Field Allowance | 0 | 0 |
| Salary (C1) | 14510 | 174120 |
| Statutory Components | | |
| Employer PF Contribution | 1191 | 14292 |
| Employer ESIC Contribution | 472 | 5664 |
| Benefit's(C2) | 1663 | 19956 |
| Reimbursements | | |
| Sodexo | 0 | 0 |
| Conveyance Reimbursement | 0 | 0 |
| Fuel Reimbursement | 0 | 0 |
| Reimbursements(C3) | 0 | 0 |
| Statutory Bonus | 827 | 9924 |
| CTC (Total C1+C2+C3 + Statutory Bonus)(a) | 17000 | 204000 |
| Deductions | | |
| Employee PF Contribution | 1191 | 14292 |
| Employee ESIC Contribution | 109 | 1308 |
| Total Deductions (b) | 1300 | 15600 |
| *Net Take Home (a - b - C2) | 14037 | 168444 |
| Total CTC | 17000 | 204000 |

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKAY
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI-600 072

Infosys

Navigate your next

April 13, 2022

HRD/2T/ 1002270110/21-22

Ms. Roshini Mathoor Selvan
No: 177, Nehru nagar,
Kuthanur,
Guduvancheri-603202
India

Ph: +91- 9840766341

Dear Roshini,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.04.13 10:24:03 IST
Reason: Digitally Signed
Location: Bangalore

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 078

INFOSYS LIMITED
CITY: 85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

| Salary Working | | | |
|--|---------------------|---------------|-----------------|
| Designation: Trainee - Technical Support | | Grade: | JL 1 B |
| Guaranteed Compensation | Explanatory Notes | Monthly | Annual |
| Basic Pay | 30% of TGC | 5,960 | 71,520 |
| House Rent Allowance | 50% of Basic Pay | 2,980 | 35,760 |
| Statutory Bonus | As per the Act | 1,192 | 14,304 |
| Special Allowance* | Balancing Component | 7,131 | 85,566 |
| Statutory Component | | | |
| Provident Fund (Employer Contribution) | As per the Act | 1,571 | 18,850 |
| Total Guaranteed Compensation (TGC) | | 18,833 | 2,26,000 |
| Variable Component | | | |
| Variable Performance Pay** | | | 24,000 |
| Gross Cost to Company (CTC) | | | 2,50,000 |
| Insurance Benefits | | | |
| Personal Accident Disability Insurance Cover | | | 7,50,000 |
| Personal Accident Death Insurance Cover | | | 15,00,000 |
| Group Term Life Insurance Cover | | | 15,00,000 |
| Employee Deposit Link Insurance Cover | | | 7,05,000 |
| Hospitalization Insurance for self (spouse & 2 dependent children) | | | 2,00,000 |
| Gratuity as per prevailing rules | | | |
| Leave Encashment upon exit up to 60 days Basic | | | |
| Explanatory Notes | | | |
| Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules | | | |
| Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution | | | |
| *Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs. | | | |
| ** All variable payments are eligible to be paid only if, on rolls as on date of payment. VPP is payable on a monthly basis as per company policy. | | | |

B. Kalpane
PRINCIPAL
 PRINCE SHRI VENKATESHWARA
 ARTS AND SCIENCE COLLEGE
 GOWRIVAKKAM, CHENNAI-600 011

18-05-2022

P.Roselin Joseph
Chennai

Subject: LETTER OF OFFER

Dear P.Roselin Joseph

We thank you for your interest in discussing an opportunity to be part of **Just Dial Ltd.**

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before 01.06.2022.

The annual compensation calculated on Cost to Company will be **INR 204000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Your place of posting will be **Chennai**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Mindspa Technologies

Rubankumar T

Date: 04.04.2022

Prince Shri Venkateshwara Arts and Science College
Chennai

Dear Rubankumar,

We are pleased to offer you the position of Web Developer with Mindspa Technologies. We believe that you possess the necessary skills and experience to make a valuable contribution to our team.

The terms and conditions of your employment are as follows:

Start Date: 01.06.2022

Compensation: Your starting salary will be ₹18,500, paid monthly.

Probationary Period: The first six months of your employment will serve as a probationary period, during which your performance and suitability for the role will be assessed.

Hours of Work: Your regular hours of work will be 40 Hours and 5 Days of Work per week.

Location: Your primary place of work will be our Chennai. You may be required to travel occasionally for work-related purposes.

Termination: Either you or the Company may terminate your employment at any time, with or without cause, by providing 3 months' notice in writing. The Company may choose to pay salary in lieu of notices.

Intellectual Property: All intellectual property created by you during your employment with Mindspa Technologies shall be owned by the Company.

Confidentiality: You agree to keep confidential all Company information, trade secrets, and other proprietary information.

Please indicate your acceptance of this offer by signing below and returning the signed copy to us by 12.08.2022.

We look forward to welcoming you to our team.

For Mindspa Technologies,

I accept this Offer:



Manager - Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.
Candidate Name Rubankumar

No.11A, Bharathi Street, Gomathi Nagar,
Chitalapakkam, Chennai - 600 073.
Cell : 97108 87766

18-05-2022

K.Rubachandran
Chennai

Subject: **LETTER OF OFFER**

Dear K.Rubachandran

We thank you for your interest in discussing an opportunity to be part of **Just Dial Ltd.**

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before 01.06.2022.

The annual compensation calculated on Cost to Company will be **INR 204000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Your place of posting will be **Salem**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika
Madhulika Singh

Regional Head - Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 072

Annexure:-

| Annexure - Just Dial Ltd Compensation Structure | | |
|--|-------------------------------|---------------|
| Employee Name | P.Roselin Josaph | |
| Department | Sales | |
| Designation | Certified Internet Consultant | |
| Effective Date | 01-06-2022 | |
| CTC | 204000/- per annum | |
| Pay structure | Monthly | Annual |
| Fixed Components | | |
| Basic | 9922 | 119064 |
| House Rent Allowance (HRA) | 4588 | 55056 |
| Attire Allowance | 0 | 0 |
| Field Allowance | 0 | 0 |
| Salary (C1) | 14510 | 174120 |
| Statutory Components | | |
| Employer PF Contribution | 1191 | 14292 |
| Employer ESIC Contribution | 472 | 5664 |
| Benefit's(C2) | 1663 | 19956 |
| Reimbursements | | |
| Sodexo | 0 | 0 |
| Conveyance Reimbursement | 0 | 0 |
| Fuel Reimbursement | 0 | 0 |
| Reimbursements(C3) | 0 | 0 |
| Statutory Bonus | 827 | 9924 |
| CTC (Total C1+C2+C3 + Statutory Bonus)(a) | 17000 | 204000 |
| Deductions | | |
| Employee PF Contribution | 1191 | 14292 |
| Employee ESIC Contribution | 109 | 1308 |
| Total Deductions (b) | 1300 | 15600 |
| *Net Take Home (a - b - C2) | 14037 | 168444 |
| Total CTC | 17000 | 204000 |

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

MRK MICRO LAB

No. 143 / 25, Thenkarai, Tamil Nadu 625601

21 March 2022

To

Rubini Devi S

Department: B.Sc Biochemistry

College: Prince Shri Venkateshwara Arts and Science College

Letter of Offer

Dear **Rubini Devi**,

Greetings from MRK Micro Lab.

Following your interview, we are very pleased to be able to make a conditional offer to you the position of **Trainee – Coding Services**. Congratulations!

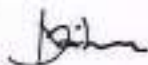
We are impressed by your qualifications and believe that your skills and experience will make a valuable contribution to our team. We offer a comprehensive training program that will provide you with the knowledge and skills you need to excel in this role. Our team of experienced professionals will provide you with hands-on training, feedback, and support throughout your training period.

As a Medical Coding Trainee, you will be responsible for coding medical diagnoses and procedures, ensuring that the coding is accurate and up to date. You will also be responsible for maintaining patient records, reviewing medical documentation, and communicating with healthcare providers to clarify diagnoses and procedures.

Your Start date will be **01 July 2022**. In this role, you will be required to work full-time, 40 hours per week. Your starting salary will be **Rs.1,56,000** and you will be eligible for health insurance, paid time off, etc.

If you are interested in accepting this position, please sign and return a copy of this letter by 31 March 2022. We look forward to welcoming you to our team and helping you grow your career in medical coding.

Sincerely,



Mahesh Prabhakaran
Manager

B. Kalpana
- PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.

Accepted and Agreed to:
Boomika R

✉ cre@microlabchennai.com

☎ +044-2624 2525

Technojinn

No.89/2, Karungalpatti Main Road,
Gugai, Salem - 636 006, Tamil Nadu
Cell : 93611 41031

03 March-2022

To

Sabarishvaran S
Prince Shri Venkateshwara Arts and Science College
Chennai

Dear **Sabarishvaran**,

It was a pleasure meeting you to explore your career opportunity with Technojinn Solutions.

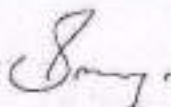
Based on our discussion, we are pleased to offer you the position of Software Developer Trainee. The CTC (Cost to Company) offered to you will be **Rs. 1,68,000/-** (CTC One Lakhs Sixty Eight Thousand Only) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Welcome to Technojinn Family!

Technojinn Solutions is a fast-growing Software Development, Services and Products Company. In our endeavour to achieve and exceed our goals, we look for professionals like you who would partner the further growth of the Organization. Our work environment encourages people to fulfil their career and professional aspirations in tandem with the organizational goals. We are confident that with your skills, competencies, and capabilities you would be an invaluable addition to the team.

Please confirm your acceptance by duly signing the duplicate copy of this letter. We will appreciate you joining us in our office on or before **27-March-2022**.

Yours Sincerely,
For Technojinn Solutions,



Sowmiya Ravi
HR Specialist

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073

18-05-2022

A.Sabiha

Chennai

Subject: LETTER OF OFFER

Dear A.Sabiha

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before 01.06.2022.

The annual compensation calculated on Cost to Company will be **INR 204000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Your place of posting will be **Chennai**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

B. Kalpana
PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Annexure:-

| Annexure - Just Dial Ltd Compensation Structure | | |
|--|-------------------------------|---------------|
| Employee Name | A.Sabiha | |
| Department | Sales | |
| Designation | Certified Internet Consultant | |
| Effective Date | 01-06-2022 | |
| CTC | 204000/- per annum | |
| Pay structure | Monthly | Annual |
| Fixed Components | | |
| Basic | 9922 | 119064 |
| House Rent Allowance (HRA) | 4588 | 55056 |
| Attire Allowance | 0 | 0 |
| Field Allowance | 0 | 0 |
| Salary (C1) | 14510 | 174120 |
| Statutory Components | | |
| Employer PF Contribution | 1191 | 14292 |
| Employer ESIC Contribution | 472 | 5664 |
| Benefit's(C2) | 1663 | 19956 |
| Reimbursements | | |
| Sodexo | 0 | 0 |
| Conveyance Reimbursement | 0 | 0 |
| Fuel Reimbursement | 0 | 0 |
| Reimbursements(C3) | 0 | 0 |
| Statutory Bonus | 827 | 9924 |
| CTC (Total C1+C2+C3 + Statutory Bonus)(a) | 17000 | 204000 |
| Deductions | | |
| Employee PF Contribution | 1191 | 14292 |
| Employee ESIC Contribution | 109 | 1308 |
| Total Deductions (b) | 1300 | 15600 |
| *Net Take Home (a - b - C2) | 14037 | 168444 |
| Total CTC | 17000 | 204000 |

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073

23-Jul-2022

Dear SAHAYA JENIFER A,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at Level - 1 of our Company.

| Components | Components Rs. Per annum |
|-------------------------------|--------------------------|
| Basic | 81,000 |
| Supplementary Allowance | 99,000 |
| Employer's Contribution to PF | 21,600 |
| Statutory Bonus | 7,000 |
| Gratuity | 3,894 |
| Flexible Compensation Pay | 57,506 |
| Total Fixed Pay | 270000.00 |

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

Registered Office : ICICI Prudential Life Insurance Company Limited
ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 025, India.
Tel.: 4039 1600, 6644 1600 - Fax: 2437 6636 - Visit us at: www.icicprulife.com
CIN : U66010MH2000PLC127837

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GOWRIVAKKAM, CHENNAI-600 073.

CADMAXX

OFFER LETTER

Ref: CADMAXX/HR/3045/2022

Date: 17th February 2022

Ms. Sai Swetha C E
Chennai.

Congratulations!! We refer to your application for the post **Associate** and subsequent interview you had with us. We are pleased to offer the above-mentioned post with following terms and conditions.

Terms and conditions:

1. The offer is for the post of **Associate**.
2. Remuneration will be **Rs. 14300/- (Fourteen Thousand Three hundred Only)** per month consolidated, subject to taxation as per laws, At Present there is a deduction of 10% TDS.
3. You are expected to report for duty by **18th February 2022**.
4. You have to abide all the rules and regulation of **M/s Cadmaxx Solutions Pvt Ltd, Chennai**. Any violations of company policies, misconduct constitute grounds for immediate dismissal.
5. The present work location will be **Chennai**. If needed you should be ready to relocate to any other location based on client requirements and assignments.
6. This contract is purely based on the project work specific in nature.
7. For Resignation - Notice period of one month should be served.
8. You should sign a standard non-disclosure agreement regarding confidentiality of the company information.
9. You shall submit a copy of following documents at the time of joining.
 - a. Relieving Letter / Resignation acceptance letter from previous employer.
 - b. Certificates / Proof of qualifications and date of birth,
 - c. Passport size photographs (2)
 - d. Proof of PAN Number/PAN card.
10. This Offer is subject to you being found medically fit to take up this job.
11. As a token of acceptance please sign the duplicate copy of this letter and return to us on or before **18th February 2022**.

If any of the above requirements i.e. submission of documents are not complied within the time lines specified herein, this offer would stand withdrawn at the sole discretion of the Management.

CADMAXX

Digitally signed by Bandu G. S.,
Director Operations
Date: 2022.02.17 14:16:41 +05'30'

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE

Cadmaxx Solutions Pvt. Ltd.,

#2055, 5th Main, 3rd Cross, R.P.C. Layout,
Vijaya Nagar, Bangalore-560 104. Ph: +91-80-
41270497 / 2314615 www.cadmaxx.com CITE:



You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Subhashish Banerji

Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

B. Kalpana
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PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI 600 077

18-05-2022

M.Sajitha

Chennai

Subject: LETTER OF OFFER

Dear M.Sajitha

We thank you for your interest in discussing an opportunity to be part of **Just Dial Ltd.**

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before 01.06.2022.

The annual compensation calculated on Cost to Company will be **INR 204000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Your place of posting will be **Salem**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-609 073.

Annexure:-

| Annexure - Just Dial Ltd Compensation Structure | | |
|--|-------------------------------|---------------|
| Employee Name | M.Sajitha | |
| Department | Sales | |
| Designation | Certified Internet Consultant | |
| Effective Date | 01-06-2022 | |
| CTC | 204000/- per annum | |
| Pay structure | Monthly | Annual |
| Fixed Components | | |
| Basic | 9922 | 119064 |
| House Rent Allowance (HRA) | 4588 | 55056 |
| Attire Allowance | 0 | 0 |
| Field Allowance | 0 | 0 |
| Salary (C1) | 14510 | 174120 |
| Statutory Components | | |
| Employer PF Contribution | 1191 | 14292 |
| Employer ESIC Contribution | 472 | 5664 |
| Benefit's(C2) | 1663 | 19956 |
| Reimbursements | | |
| Sodexo | 0 | 0 |
| Conveyance Reimbursement | 0 | 0 |
| Fuel Reimbursement | 0 | 0 |
| Reimbursements(C3) | 0 | 0 |
| Statutory Bonus | 827 | 9924 |
| CTC (Total C1+C2+C3 + Statutory Bonus)(a) | 17000 | 204000 |
| Deductions | | |
| Employee PF Contribution | 1191 | 14292 |
| Employee ESIC Contribution | 109 | 1308 |
| Total Deductions (b) | 1300 | 15600 |
| *Net Take Home (a - b - C2) | 14037 | 168444 |
| Total CTC | 17000 | 204000 |

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

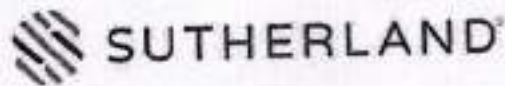
Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



June 14, 2022

Dear Sakthi Mageshwarl S,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before June 17, 2022** on the following terms and conditions.

Your place of posting will be initially at **Chennai**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.225,000.00 /-** per annum (Rupees Two Lakhs Twenty Five Thousand Only), the details of which are given in the annexure of the appointment letter.

You shall report to **Shiva Thangavel** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules,

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GOMRIVAKKAM, CHENNAI-600 073.



Offer: Computer Consultancy
Ref: TCSL/DT20218831220/Chennai
Date: 04/02/2022

Ms. Sangeetha Ilangoan
26Balaji Nagar 5th Street,
Zigma School,
Chennai-600100,
Tamilnadu.
Tel# -

Dear Sangeetha Ilangoan,

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 **Graduate Trainee** in Grade YG. Your gross salary including all benefits will be ₹1,90,926/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹7,950/- per month.

TCS Confidential
TCSLDT20218831220

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

41/21-25, Karaman Nagar, Sholingurukki, Old Mahabalipuram, Chennai-600 119

Tel: 91 44 6018 2327 Fax: 91 44 6018 2155 Website: www.tcs.com

Registered Office: Nimra Building, 9th Floor, Naraina Point, Mumbai 400

TCS Careers Service: 1800 204 3111 Email: careers@tcs.com

B. Kalpane
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PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



Date: 15-Mar-22

Dear Sampathkumar V,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee - Technical Support**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of Rs. **2,50,000/-** (Rupees Two Lakh Fifty Thousand Only) per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. **2,26,000/-** (Rupees Two Lakh Twenty Six Thousand Only).
3. **Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **24,000/-** (Rupees Twenty Four Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

CSS Corp Private Limited

CIN:U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com

B. Kalpana
PRINCIPAL

**PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.**

**Sutherland Global Services Private Ltd.
Annexure**

Name of the Employee: Sakthi Mageshwari S
Designation: Associate-CS Internet
Date of Joining: June 17, 2022
Level: 1

| Components | Rs. Per month | Rs. Per annum |
|--|------------------|-------------------|
| FIXED PAY (A) | | |
| Basic Salary | 5,234.00 | 62,812.00 |
| House Rent Allowance | 2,617.00 | 31,406.00 |
| Bonus | 1,907.00 | 22,879.00 |
| Medical Reimbursement | 1,250.00 | 15,000.00 |
| Special Allowance | 3,197.00 | 38,366.00 |
| SKILL BASED PAY (B) | | |
| Skill Based Pay | 750.00 | 9,000.00 |
| Gross Salary (A + B) | 14,955.00 | 179,463.00 |
| PERFORMANCE INCENTIVE (C) | | |
| Performance Incentive | 2,750.00 | 24,750.00 |
| STATUTORY BENEFITS AND INSURANCE (D) | | |
| Employer's Contribution to PF | 1,481.00 | 17,767.00 |
| Gratuity | 252.00 | 3,020.00 |
| CTC (A + B + C + D) | 18,750.00 | 225,000.00 |
| Net Salary (Gross-PF-ESI) | 13,363.00 | 160,350.00 |
| Potential Earning (Net Salary + Performance Incentive) | 16,113.00 | 185,100.00 |

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PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073

April 13, 2022

HRD/2T/ 1002270255 /21-22

Mr. Samson Srikanth
77, Perumal Koil Street
Puzhuthivakkam
Chennai - 600091
India

Ph: +91-7904629116

Dear Samson,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.04.13 14:30:19 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

| Salary Working | | | |
|---|---------------------|---------------|-----------------|
| Designation: Trainee - Technical Support | | Grade: | JL 1 B |
| Guaranteed Compensation | Explanatory Notes | Monthly | Annual |
| Basic Pay | 30% of TGC | 5,960 | 71,520 |
| House Rent Allowance | 50% of Basic Pay | 2,980 | 35,760 |
| Statutory Bonus | As per the Act | 1,192 | 14,304 |
| Special Allowance* | Balancing Component | 7,131 | 85,566 |
| Statutory Component | | | |
| Provident Fund (Employer Contribution) | As per the Act | 1,571 | 18,850 |
| Total Guaranteed Compensation (TGC) | | 18,833 | 2,26,000 |
| Variable Component | | | |
| Variable Performance Pay** | | | 24,000 |
| Gross Cost to Company (CTC) | | | 2,50,000 |
| Insurance Benefits | | | |
| Personal Accident Disability Insurance Cover | | | 7,50,000 |
| Personal Accident Death Insurance Cover | | | 15,00,000 |
| Group Term Life Insurance Cover | | | 15,00,000 |
| Employee Deposit Link Insurance Cover | | | 7,05,000 |
| Hospitalization Insurance for self (spouse & 2 dependent children) | | | 2,00,000 |
| Gratuity as per prevailing rules | | | |
| Leave Encashment upon exit up to 60 days Basic | | | |
| Explanatory Notes | | | |
| Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules | | | |
| Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution | | | |
| *Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs. | | | |
| ** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy. | | | |

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