

**5.2.1 Average percentage of placement of outgoing students during the last five years (10) (2023-24 Passed Out)**

S.No	Department	No. of Students got Placement
1.	B.Tech. Artificial Intelligence	30
2.	B.Tech. Information Technology	28
3.	B.E. Electronics and Communication Engineering	32
4.	B.E. Civil Engineering	13
5.	B.E. Electronics and Instrumentation Engineering	2
6.	B.E. Computer Science Engineering	72
7.	B.Tech Biotechnology	21
8.	B.E. Electrical and Electronics Engineering	19
9.	B.E. Mechanical Engineering	13
10.	B.E. Mechatronics Engineering	12
	<b>Total</b>	<b>242</b>

**Total no. of students with Unique offers: 242**

**PRINCIPAL**

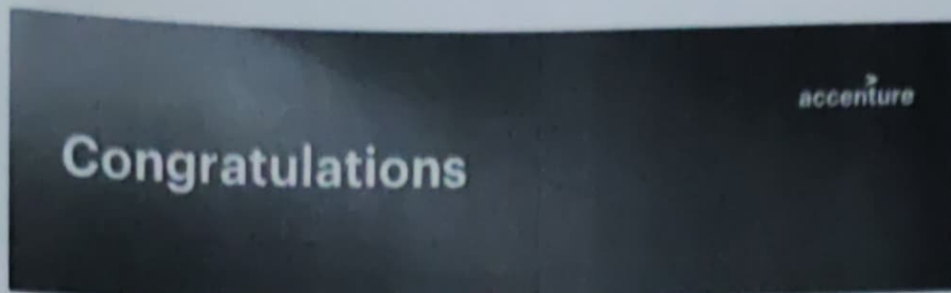
Dr. S. SETHILAL, M.E., Ph.D.,

KAMARAJ College of Engineering and Technology

S.P.G. Chidambara Nader - C. Nagammal Campus,

S.P.G.C. Nagar, K. Vellakulam - 625 701.

(Near VIRUDHUNAGAR)



06 March 2024

C06371880

Abhilakshmitha Palaniselvam  
Uliyakovil Nagar-6B, Uliyakovil

Dear Abhilakshmitha Palaniselvam,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - 12

Job Title - **Packaged App Development Associate**

Job Family Group - **Software Engineering**

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

#### ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 Remote working condition - Declaration
- Annexure 4 for declaration
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13).

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

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks.

which may occur at any time prior to or after the effective start date of your employment.

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

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

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

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

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

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

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

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

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

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

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

**Important to note**

Your joining the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2

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

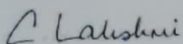
You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited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

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

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


Abhilakshmitha, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Mr Mohamed S Althaf at <https://indiacampus.accenture.com/myzone/accenture/auth/login> should you have anything you would like to discuss further

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Candidate's Signature   
Abhilakshmitha Palaniselvam

Date: Mar 9, 2024

## ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential	8.5%
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 435,755/-
(D)##Additional Discretionary WFH Benefits/Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan - to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

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

### Note: For International Worker Only\*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\*As defined by applicable law from time to time.

### VARIABLE BONUS

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

**BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR**

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

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

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
- b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
- c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
  - 10% of such claims for self, spouse /partner and 4 dependent children
  - 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
  - a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
  - a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. # (C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

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

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

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

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

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

#### JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:

- Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

#### RELOCATION ASSISTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.

- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

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

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

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

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

#### **STATUTORY BONUS**

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

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

#### **GST CLAUSE**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

#### **GENERAL TAX**

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



## ANNEXURE 2 : REQUIRED DOCUMENTATION

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

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

**ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION**

**NOTE**

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

***While working remotely:***

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

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

**ANNEXURE 4 : DECLARATION**

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

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

ACKNOWLEDGED AND AGREED:

Abhilakshmitha Palaniselvam

Date: Mar 9, 2024

Disclaimer

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

nucast

68 Circular Road, #02-01, 049422,  
Singapore  
contact@nucast.io  
www.nucast.io  
+919132787787

To

**ARAVIND NARAYANAN G**

1/73 North Street,  
Kurangani,  
Tuticorin - 628623.

Dear Mr.ARAVIND NARAYANAN G

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement of our organization. During this association, you will be paid **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period of up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. You may be observed as an employee of Nucast as a **MEMBER TECHNICAL STAFF**. Salary will be decided at that time based on your performance.

**This offer is actually subject to the following terms and conditions.**

1. During your association with Nucast, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.
2. You shall sign a Confidentiality Agreement with Nucast to protect the interests of the Company by maintaining the confidentiality of all information, which may be accessible to you in the course of your association.
3. Nucast owns all rights and interests to any intellectual property you developed during your association with the company.
4. Nucast reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Nucast intellectual property, improper and unauthorized usage of internet services, adverse findings in background verification reports, misconduct, and the like.
5. Nucast is under no obligation to recruit you on its roll of employees at the end of your project work. However, if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Nucast's then-current policy.

## VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand, and sign the documents on or before **20 July 2023**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Nucast, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,

*Sricharan*

**SriCharan G**  
**CEO-NUCAST**

I hereby confirm that I have read, understood, and accepted the offer, agreement, and company policies.

Signature: *G. Aravind*

Date of Offer acceptance: 13/07/2023

Name: ARAVIND NARAYANAN G

Place : Tuticorin

Ref: FY25/HR/01-1

Date: 09-Apr-2024

**Mr. NS Dharesh Kumar**  
Madurai

Dear **Mr. N S Dharesh Kumar (PAN: GRHPD5046R)**,

We are pleased to offer you the position of **Junior Consultant** with our company, PESIL InfoSol Pvt Ltd, with a consolidated CTC of Rs.84,000/- (Rupees Eighty Four Thousand only) per annum & Date of joining of 25-April-2024.

Place of Joining & location of work before client deputation: Madurai.

We wish you best of luck for the wonderful deliveries to the clients of PESIL.

For PESIL InfoSol Pvt Ltd

Candidate Aadhaar authenticated Signature.

*eSign*  
Signed by: CHIDAMBARAM  
LAKSHMANAN  
Organization Unit: Authorized Signatory  
Organization Name: PESIL INFOSOL  
PRIVATE LIMITED  
Date: 09-Apr-2024 (07:42 PM)

*eSign*  
Signed by: N S  
DHARESH KUMAR  
Location: Madurai, India  
Date: 10-Apr-2024  
(06:59 AM)

**PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D  
Plot 37B, West Main Road, Anna Nagar, Madurai 625020, India.  
[www.pesilinfosol.com](http://www.pesilinfosol.com)

**Annexure 1: Salary Break up**

	Per month (Rs.)	Per annum (Rs.)
Basic Pay	3,000	
House Rent Allowance	1,500	
Special Allowance	1,780	
PF (Employee Contribution) @ 12% of Basic	360	
PF (Employer Contribution) @ 12% of Basic	360	
<b>Sub-Total</b>	<b>7,000</b>	
<b>Total</b>		<b>84,000</b>

**Training & Certification allowance:** Rs.15,000/- per financial year would be reimbursed for certification expenses with or without training.

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## Annexure 2: Employment Terms & Conditions

- 1) **Tax Deduction:** Tax at source (TDS) deducted as per Income Tax rules & organization's rules in force. Tax deduction waiver would be provided on receipt of government approved payment receipts.
- 2) **Holiday Allowances:** Paid leave of 3 days per quarter for the first year, 8 holidays can be carried forward for the second year & further years.
- 3) **Payday:** Salary will be credited to your account on or before the 7th of every month for the previous month worked, based on approved timesheets.
- 4) **Location of work is Bangalore;** any travel outside Bangalore will be reimbursed based on originals.
- 5) **Client Deputation:** You shall be deputed as PESIL's representative to its global clients. Clients might change often. You shall be deputed to work with multiple clients parallelly with a reasonable effort.
- 6) **Policies:** During Client assignments, you are expected to follow the rules and regulations of the client. That includes policies relating to working hours, code of conduct, etc. Your Client-site reporting authority will be the decision maker on all these. You will not undertake any work/service, which will not be conducive or run contrary to this assignment.
- 7) **Confidentiality:** It is specifically understood and explicitly binding upon you that you shall not at any time disclose, divulge or communicate to any person or persons any information whatsoever or secrets of confidential nature relating to the activity trade or business of all or any of the products/services of the organization relating to your area of activity or otherwise the disclosure of which is likely to be prejudicial to the interest of the organization.
- 8) **Non Complete:** You shall not pursue any business or employment to the clients, directly or indirectly for 12 months after last date of delivery with that particular client.
- 9) **Intellectual Property:** Any product, material, document or any artifact developed party or fully by you during your employment with PESIL, shall remain PESIL's Intellectual property only. All information pertaining to such products and materials shall remain secret & shall be safeguarded by you.
- 10) **Conflict of Interest:** During the course of employment, you shall not take up any other employment or contractual obligations. You shall devote your full time to service PESIL's customers.
- 11) **Termination of agreement:** PESIL reserves its right to terminate this agreement forthwith without notice or payment in lieu of notice in cases of poor performance, neglect of duty, misconduct, conduct not beneficial to the interests of PESIL or the Client, absences from work for more than 2 days without justifiable reasons, a breach of the terms and conditions of this agreement, a breach of the rules, regulations, business and operational procedures of the Client/ applicable law. If it is found at any time that any information furnished by you in your application or during interview regarding your personal particulars or any other matter relating to you is incorrect or not true you will be liable to immediate termination without applicability of notice period and such further action as the management deems fit.
- 12) **Exit:** The appointment is subject to termination by giving in writing **90 days notice** on either side. PESIL shall have the right to recover the amount in lieu of notice from any amount due to you in case you fail to give the required notice in writing. We will have an option of terminating your services with immediate effect paying you the salary in lieu of notice.
- 13) **Service Commitment:** This appointment is given to the employee on the assurance that he / she will serve the Organization for minimum period of two year after start of client deputation, wherein Employee has submitted his/her original certificates of all the following, namely, degree certificate(s), consolidated college marksheet(s), 10<sup>th</sup> & 12<sup>th</sup> standard, to the Employer. Employer shall provide a written statement acknowledging receipt of those original certificates. Employer shall maintain the original certificates safely & return them the Employee on completion of 2 years of continuous service.
- 14) **Arbitration:** This Agreement shall be construed in accordance with the laws of the state of Tamil Nadu, India. It may be noted that the Courts in Madurai, Tamil Nadu, shall have the Exclusive jurisdiction with regard to any matter, claim or dispute arising out of or in any way relating to this contract of employment.
- 15) **Appraisal:** Quarterly appraisal shall be performed & a salary increment shall be provided on completion of one year from the previous increment.

### PESIL InfoSol Private Limited

CIN: U72900TN2020PTC139975. PAN: AALCP6448D

Plot 37B, West Main Road, Anna Nagar, Madurai 625020. India

[www.pesilinfosol.com](http://www.pesilinfosol.com)





## Offer of Internship

Dear Dharshini S,

We are pleased to offer you the position of an Intern with Novacis Digital Private Limited, located at Module 1, Third Floor, Block B, IIT Madras Research Park, Chennai – 600113. Your internship will commence from **04<sup>th</sup> March 2024**, subject to the following terms and conditions.

**1. Nature of engagement:**

You will be engaged as an Intern with Novacis Digital Private Limited.

**2. Place of Internship:**

Your initial place of posting will be at the Chennai office indicated earlier.

**3. Duration of Internship:**

The duration of internship will be for 3 Months **beginning 04<sup>th</sup> March 2024 and ending on 31<sup>st</sup> May 2024**. Note that the internship will be full time from 04<sup>th</sup> March 2024 till 31<sup>st</sup> May 2024. Unless the company extends the period of your Internship in writing, your internship shall stand terminated at the close of 31<sup>st</sup> May 2024 or any extended date communicated by Novacis Digital Private Limited.

In the event of discontinuation of the Internship for any reason by you, the company will not be bound by any of its obligations as specified under this letter of Internship, including provision of a letter of completion of the Internship.

**4. Responsibilities:**

During the internship period and thereafter, you will not pass on to anyone in writing, by word of mouth or otherwise, particulars or details of work, process, technical know-how, research carried out, security arrangements, administrative and/or organizational matters of confidential nature which you may have acquired during your Internship period or become known to you by virtue of your internship with Novacis Digital Private Limited.

**5. Stipend:**

You will be paid a Stipend amount of **Rs. 12,000 (Twelve Thousand Only)** for every completed month of Internship, computed at the rate of 40 hours of work per week. The actual stipend to be paid will be based on the number of hours of work recorded and submitted with the Manager's approval.

**6. Internship Hours and Holidays:**

As an Intern you will be called upon to undergo Internship during the hours and days as may be fixed by Novacis Digital Private Limited. Normally your internship time would be between **9:00 am to 7:00 pm** with a lunch break. Weekly-off days together with all statutory and festival holidays observed by Novacis Digital Private Limited would be normally applicable to you. Subject to the discretion of Novacis Digital Private Limited, you may however be called upon to address certain assignments as and when required, on holidays or beyond the normal working hours of the company.

**Office Address**

Module 1, (B3/1), Third Floor,  
Block - B,  
IIT Madras Research Park,  
Kanagam Road, Taramani,  
Chennai - 600113.

**Website**

[www.novacisdigital.com](http://www.novacisdigital.com)



**7. Leave:**

In case of any academic commitments like projects and/or semester examinations, you shall be permitted to take leave based on the approval by your respective college departments and Manager's approval. Any other leave shall be at the sole discretion of Novacis Digital Private Limited and subject to the terms and conditions as may be communicated to you by the company.

In the event of you remaining absent without leave or permission for 2 days or more and/or overstaying sanctioned leave beyond 2 days, you are liable to be treated as having abandoned the Internship and shall lose all your accrued benefits by virtue of the Internship.

**8. Misconduct:**

- a) In case you are charged with misconduct during your internship period, you may be immediately subjected to suspension from the internship. If the alleged charges are proved against you, your Internship shall be forthwith terminated without notice, notwithstanding any other clause of this letter of Internship. Further in such a situation, Novacis Digital Private Limited shall be relieved of all its obligations as specified under this offer of Internship and shall be free to exercise all its rights and remedies under applicable laws and regulations.

Notwithstanding the condition regarding written notice of termination, Novacis Digital Pvt Ltd shall have the right to forthwith terminate your internship. And if absorbed in regular service, from such service, without any notice or payment in lieu of notice, any declaration given or information furnished by you to Novacis Digital Pvt Ltd is found to be false, forged, incomplete or if you are found to have willfully misrepresented or suppressed any information, document, or records.

**9. Termination:**

Notwithstanding any of the clause of this Letter of Internship, Novacis Digital Pvt Ltd reserves the right in its sole discretion to termination your Internship, at any time, without assigning any reason and may process your full and final dues in accordance with Novacis Digital Pvt Ltd internal policies including any amounts deductible under section 3 above. In the event of your remaining absent without leave or permission for 2 days or more and / or overstaying sanctioned leave beyond 2 days, you are liable to be treated as having abandoned the Internship and shall lose all your accrued benefits by virtue of the Internship.

**10. Return of assets and information after completion / termination of Internship:**

On completion / termination of Internship you will immediately surrender to Novacis Digital Private Limited all assets, specification, documents, literature, records, and any other material etc. belonging to Novacis Digital Private Limited or relating to its business that may be in your possession and shall not take or retain any copies of the said items.

**Office Address**

Module 1, (B3/1), Third Floor,  
Block - B,  
IIT Madras Research Park,  
Kanagani Road, Taramani,  
Chennai - 600113



**Website**

[www.novacisdigital.com](http://www.novacisdigital.com)

**11. Appointment:**

Upon successful completion of the Internship and availability of a position suited to your skills, the company may, in its sole discretion, make you an offer of employment. You will be subjected to the terms and conditions of regular appointment with Novacis Digital Private Limited and shall be required to execute the relevant policy documents may be provided by Novacis Digital Private Limited and will be eligible for all employee benefits commencing from the date of your joining as a regular full-time employee of Novacis Digital Private Limited.

Novacis Digital Private Limited values your academic skills, intelligence, passion, and commitment to succeed and we are excited about having you join our family. We look forward to working together to make Novacis Digital Private Limited a great success in the Digital Transformation Industry. We would like to take this opportunity to welcome you and hope that your internship with us will be rewarding.

In case the above terms and conditions are acceptable to you, please return the duplicate copy of this letter of Internship duly signed.

Sincerely,

**Sanju Joseph Peters**  
Managing Director, Novacis Digital Private Limited

*I accept this offer of Internship and the terms therein.*

Accepted: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_



# PRODIGY INFOTECH

## INTERNSHIP OFFER LETTER

Date: 18/02/2024

CIN: PIT/FEB24/7117

Dear **George Jerin. T,**

We are pleased to offer you the position of **Web Development Intern** at **Prodigy InfoTech**. This is an educational internship. As a valued member of our team, you will have the opportunity to gain hands-on experience in this field.

The internship is scheduled to commence on the **20<sup>th</sup> February, 2024**

By accepting this offer, you acknowledge that your participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from Prodigy InfoTech.

You also agree that you will follow all of the company's policies that apply to non-employee interns. This letter constitutes the complete understanding between you and the company regarding your internship and supersedes all prior discussions or agreements. This letter may only be modified by a written agreement signed by both of us.

We eagerly anticipate your commencement of the internship program at Prodigy InfoTech and extend our best wishes for a prosperous experience.


Sincerely,


**Prodigy InfoTech**



[contact@prodigyinfotech.dev](mailto:contact@prodigyinfotech.dev)

[prodigyinfotech.dev](http://prodigyinfotech.dev)

 **Email**

 **Website**



**Internship Offer Letter**

Gopkrishnan P,  
1/187-6, Kunthalapatti, Sengunrapuram post,  
Virudhunagar-626103,

16-Oct-2023

Dear Gopkrishnan,

We are pleased to extend an offer for an internship position in our organization Relevantz Technology Services India private limited, based on your qualifications and interview, we believe you will be a valuable addition to our Relevantzian Family.

**Position:** The position we are offering is that of an **Intern -Software Engineer**

**Start Date:** The internship will commence on **03-Jan-2024** and will continue till **31-Aug-2024**.

**Work Schedule:** You will be expected to work 48 hours per week, Monday through Saturday, from 9:00 am to 6:00 pm, including an hour lunch break.

**Compensation:** As this is a paid internship, you will receive a stipend of **Rs.8000/- per month**. You will receive this stipend at the end of each month.

**Benefit:** During your internship, you will have the opportunity to get the employee health insurance and Accidental insurance for **Rs.400,000/- each**

**Company Policies:** You will be expected to adhere to our company's rules, regulations, and guidelines, including confidentiality and non-disclosure agreements.

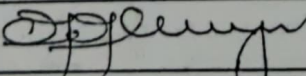
During your internship, you will have an access to Relevantz and Its client's private information. You agree that you will keep all this information and client information strictly confidential and will not share it with anybody outside the company. You will not use it for your own benefits and on completion of the internship; you will return documents, equipment, and all properties of the company.

Please bring along required documents when you arrive to commence duty on your first day. The required documents details will be communicated by the HR team before your date of joining.

For any further discussions related to this offer, please feel free to reach out to Mr. Azhagu Kumaran Mohan, at [azhagukumaran.mohan@relevantz.com](mailto:azhagukumaran.mohan@relevantz.com) or on +91 9789518386 from our campus recruitment team.

## Commitment Sheet

Candidate Name	Gopkrishnan P
Commitments as follows:	
Tenure Allowance	<p><b>General Instructions:</b></p> <ol style="list-style-type: none"> <li>After Completion of your Internship, the job offer will be released based on your performance with the offer of 3 Lakhs and 75 Thousand (3.75 L all Inclusive)</li> <li>The Job offer would be 3 L PA as a base salary, 25000 rupees will be a joining bonus after conversion to full time employee with Relevantz and 50000 rupees will be paid as a retention bonus after completion of 2 years and 7 Months service agreement including Internship.</li> <li>You will be eligible for the hike after completing one year as a full-time employment</li> <li>On the day of joining, you would need to submit the originals of below mentioned documents:             <ol style="list-style-type: none"> <li>10<sup>th</sup> Marksheet</li> <li>HSC Marksheet</li> <li>UG/PG Marksheets</li> <li>Provisional/Degree Certificate</li> </ol> </li> <li>Onboarding and Internship training will be happening in Kamaraj College campus, Virudhunagar.</li> <li>The working days during the training period will be Monday to Saturday.</li> <li>Your training period will be seven months, and upon evaluating your training performance, we will confirm your employment with Relevantz Technology.</li> <li>Training hours will be 8 business hours per day (9AM to 6 PM, including breaks).</li> <li>If you require accommodation during your training period, Kamaraj Institute offers hostel facilities with food. The cost for this accommodation is Rs. 6000, which must be paid to the institute on monthly basis.</li> <li>Inclusive of your internship the agreement period would be 2 year &amp; 7 Months, the certificates will be returned back Upon Completion of 2 years of service agreement after Internship.</li> <li>In case of relieving in between the service agreement period, you may need to pay the agreement breakage charges as per the service agreement.</li> </ol>

Candidate signature		Date	16-Oct-2023
TAT representative signature		Date	16-Oct-2023
Approver signature		Date	16-Oct-2023

**Note:**

Date format shall be in dd-mmm-yyyy

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Relevantz Technology Services India Private Limited  
(Formerly ObjectFrontier India Private Limited)

www.relevantz.com

Regd. Office: Chennai One - IT SEZ, Module-4, 3<sup>rd</sup> Floor, South Block, Phase 2,  
Pallavaram - Thoraipakkam 200 Feet Road, Thoraipakkam, Chennai - 600 097, India.

Info@relevantz.com

+91 44 4006 1234

CIN: U72501TN2018FTC125214

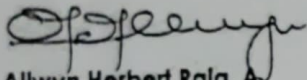
Please sign and return this letter by **20-Oct-2023** to confirm your acceptance of the Internship position.

Thank you for considering this opportunity. hope that this Internship will provide you with a valuable learning experience.

Once again, congratulations on your selection, we are thrilled to witness your Invaluable contributions to our organization.

We look forward to your positive response and welcoming you to our Relevantian Family!

Yours truly,  
For **Relevantz Technology Services India Private Limited**



**Allwyn Herbert Raja. A.**  
Senior Vice President

---

I, **Gopikrishnan**, accept the terms of this Internship Offer Letter.

Signature:

Date:

Place:

**Internship Offer Letter**

**Jeevarajan R,**  
7/14, Kurinji Street, Ganapathy Nagar,  
New Villangudi, Madurai - 625018

**16-Oct-2023**

Dear Jeevarajan,

We are pleased to extend an offer for an Internship position in our organization Relevantz Technology Services India private limited, based on your qualifications and interview, we believe you will be a valuable addition to our Relevantian Family.

**Position:** The position we are offering is that of an **Intern -Software Engineer**

**Start Date:** The internship will commence on **03-Jan-2024** and will continue till **31-Aug-2024**.

**Work Schedule:** You will be expected to work 48 hours per week, Monday through Saturday, from 9:00 am to 6:00 pm, including an hour lunch break.

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**Benefit:** During your internship, you will have the opportunity to get the employee health insurance and Accidental insurance for **Rs.400,000/-** each

**Company Policies:** You will be expected to adhere to our company's rules, regulations, and guidelines, including confidentiality and non-disclosure agreements.

During your internship, you will have an access to Relevantz and its client's private information. You agree that you will keep all this information and client information strictly confidential and will not share it with anybody outside the company. You will not use it for your own benefits and on completion of the internship; you will return documents, equipment, and all properties of the company.

Please bring along required documents when you arrive to commence duty on your first day. The required documents details will be communicated by the HR team before your date of joining.

For any further discussions related to this offer, please feel free to reach out to Mr. Azhagu Kumaran Mohan, at [azhagukumaran.mohan@relevantz.com](mailto:azhagukumaran.mohan@relevantz.com) or on +91 9789518386 from our campus recruitment team.



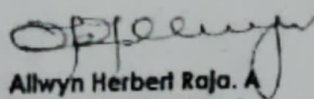
Please sign and return this letter by **20-Oct-2023** to confirm your acceptance of the internship position.

Thank you for considering this opportunity. hope that this Internship will provide you with a valuable learning experience.

Once again, congratulations on your selection, we are thrilled to witness your invaluable contributions to our organization.

We look forward to your positive response and welcoming you to our Relevantzian Family!

Yours truly,  
For **Relevantz Technology Services India Private Limited**

  
**Alwyn Herbert Raja. A**  
Senior Vice President

I, **Jeevarajan R**, accept the terms of this Internship Offer Letter.

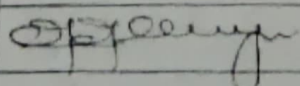
**Signature:**

**Date:**

**Place:**

## Commitment Sheet

<b>Candidate Name</b>	<b>Jeevarajan R</b>
<b>Commitments as follows:</b>	
<b>Tenure Allowance</b>	<p><b>General Instructions:</b></p> <ol style="list-style-type: none"> <li>i. After Completion of your Internship, the job offer will be released based on your performance with the offer of 3 Lakhs and 75 Thousand (3.75 L. all inclusive)</li> <li>ii. The Job offer would be 3 L PA as a base salary. 25000 rupees will be a joining bonus after conversion to full time employee with Relevantz and 50000 rupees will be paid as a retention bonus after completion of 2 years and 7 Months service agreement including internship.</li> <li>iii. You will be eligible for the hike after completing one year as a full-time employment</li> <li>iv. On the day of joining, you would need to submit the originals of below mentioned documents:             <ol style="list-style-type: none"> <li>a. 10<sup>th</sup> Marksheets</li> <li>b. HSC Marksheets</li> <li>c. UG/PG Marksheets</li> <li>d. Provisional/Degree Certificate</li> </ol> </li> <li>v. Onboarding and Internship training will be happening in Kamaraj College campus, Virudhunagar.</li> <li>vi. The working days during the training period will be Monday to Saturday.</li> <li>vii. Your training period will be seven months, and upon evaluating your training performance, we will confirm your employment with Relevantz Technology.</li> <li>viii. Training hours will be 8 business hours per day (9AM to 6 PM, including breaks)</li> <li>ix. If you require accommodation during your training period, Kamaraj Institute offers hostel facilities with food. The cost for this accommodation is Rs. 6000, which must be paid to the institute on monthly basis.</li> <li>x. Inclusive of your internship the agreement period would be 2 year &amp; 7 Months, the certificates will be returned back Upon Completion of 2 years of service agreement after internship.</li> <li>xi. In case of relieving in between the service agreement period, you may need to pay the agreement breakage charges as per the service agreement.</li> </ol>

Candidate signature		Date	16-Oct-2023
IAT representative signature		Date	16-Oct-2023
Approver signature		Date	16-Oct-2023

**Note:**  
Date format shall be in dd-mm-yyyy

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http://www.finwallet.co.in

22<sup>nd</sup> April 2024

OFFER LETTER

Dear JERALD JESUDASAN,J,

With reference to your application and the subsequent interview which you had with us, we would like to confirm your appointment with FINWALLET ASSOCIATES as **Acquisition Manager**, subject to probation for a period of three months, from your date of joining. Your acceptance of this letter and its conditions:

**Date of joining:**

Your date of joining will be on Tuesday, 7th May 2024

**Job Type:** Work From Office

**Hours of Work & Leave:**

Six days working, eight hours a day. Working time will be 9:30 am to 6:30 pm.  
You will be entitled for leave as per the company policy and rules.

**Confirmation:**

Your employment will be confirmed in writing on successful completion of the said probation period of 3 months.

**Remuneration**

You will be paid a fixed salary of Rs.15000 + Variable Pay (Only when the target achieved) every month. During the probation period you will be paid total of Rs.24000/- for 3months. You will not be eligible for any other allowance or benefit except as stated above.

**Separation:**

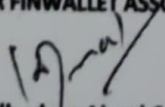
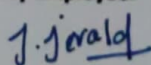
In case of resignation from services during the probationary period you shall serve one month notice. After the completion of your probationary period your services can be terminated by giving 1 month notice or salary in lieu thereof.

**Code of Conduct:**

During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and any other matters as may be framed by the company from time to time.

If you are happy with the terms of this letter, please confirm your formal acceptance of appointment by signing and returning the attached copy in prior to your commencement.

We wish you all the very best in your new assignment.

<p>FOR FINWALLET ASSOCIATES</p>  <p>Kudbudeen Ajmal.S Managing Director</p>	<p>Acceptance by Employee:</p>  <p>Name: Jerald Jesudasan J Date: 25/04/2024</p>
--	--

Email Id: info@finwalet.co.in

Cell : +91 9787232288

No 8F, II Floor, Parsn samrudhi Mahal, Opposite College, Old Dindugal Main Road, Madurai - 625018



20UAD014  
R. Jayanthan

## Welcome to Chella Software Family..!

message

Manikumar Gopi <manikumar\_g@chelsoft.com>  
cc: rjayanthan2002@gmail.com

Tue, Apr 9, 2024 at 3:19 PM

Dear All,

Good Afternoon..!

We are happy to inform you that you will come to join us in our office as an intern on Monday, April 15, 2024, at 10:30 a.m.

Thanks and regards

T.G.Manikumar



Plot No. 6, ELCOT SEZ IT Park,  
Ilandhaikulam, Pandi Kovil Ring Road,  
Madurai - 625 020, India  
[www.chelsoft.com](http://www.chelsoft.com)

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Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email is strictly prohibited and may be unlawful.



Novacis Digital Pvt Ltd.

(www.novacisdigital.com)

OFFER LETTER FOR TRAINING

To

Jeyesh Vishnu. S,  
No.3/370 Sakthi Illam, Susi Colony,  
Pothumbu Post, Sakkanthar Savadi,  
Kovilappangudi,  
Madurai- 625018.

12-01-2024

Chennai - 600113.

Dear Jeyesh Vishnu. S,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are pleased to inform you that we hereby agree to enroll you as a "AI Programmer Trainee" for skill development program with focus on **Application/Product Development**.

Your initial Training period will be for six (6) months, followed by the Probation of twelve months (12) from the date of joining as an AI Programmer Trainee with a consolidated stipend of **Rs. 25,000/ per month (Rupees Twenty-Five Thousand Only)**. Your initial training will start tentatively from **1<sup>st</sup> March 2024**. You will be working at our Development Centre located at Module 8, Block -B, Fourth Floor, IIT Madras Research Park, Chennai 600113 or other locations as required by the company from time to time.

We will be providing you with the required facilities such as workspace, computer, and other infrastructure for your hands-on practice sessions in all required technologies.

During this period, you will need to learn various technologies as directed by our senior management professional designated to assist you with the required mentorship. During this period, should we find your performance not to be satisfactory, the company reserves the right to terminate this agreement at any time by providing written notice to you. We also expressly state hereby that during your skill development sessions with us, you will not be on our employment rolls and therefore will not be eligible for any compensations/benefits that are otherwise usually applicable to any employee on company rolls.

Upon successful completion of your Training period of six months and based on your Training evaluation, if the organization finds your performance to be satisfactory, you will be enrolled for the Probation period of twelve months. After successfully completing the Probation, you will be proved a written offer to join our company rolls. Your salary will be decided based on the company's policies and your training performance.

By signing this agreement, you expressly consent that in the event of cessation of services from **Novacis Digital Private Limited** within 18-months from the date of signing this agreement, you will be required to reimburse the training charges incurred by the company plus the stipend amount (hereby referred as "training charges") for the training period. Should you fail to comply with this requirement, the company reserves the right to take necessary legal action to recover the training charges from you and the right to report to concerned government registries.

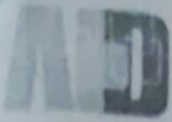
Office Address

Module 8 (G4/B), Fourth Floor,  
Block - B,  
IIT Madras Research Park,  
Kovilappudi, Susi, Tirumangalpet,  
Chennai - 600113

Website

[www.novacisdigital.com](http://www.novacisdigital.com)

S Jeyesh Vishnu



## Novacis Digital Pvt Ltd.

Formerly of Care Innovations Pvt Ltd

You will also be required to sign a standard "Non-Disclosure Agreement (NDA)". NDA agreements are taken to safeguard the confidentiality rights and interests of **Novacis Digital Private Limited**.

You will always be required to adhere to the following norms during your association with Novacis Digital Private Limited.

1. Do not use any personal e-mail for your office communication.
2. Do not use internet browsing of any sites that are unrelated to your learning.
3. Do not share any password or any resources provided to you by us (resources such as email a/c application sign-on, database sign-on, or any other resources) with anyone.
4. Your training sessions are between 9.00 AM to 7.00 PM with 1 hour lunch break between 1 PM to 2 PM on all company declared working days.
5. If you are sending an email to office employees or other office associates including our customers, please observe all required email etiquettes and take all pre-cautions so as not to cause any ill-feeling or gender bias or against any other legally actionable issues.
6. Do not bring or use any personal storage media like pen drive, external or internal hard disk, memory card, compact disc, laptop, etc.
7. Do not download or install anything from the internet/any other sources without getting explicit permission from your supervisor.
8. Do not copy/transfer/email any content from office/internet to any media.
9. Dress code for both men and women: Business Attire, as directed by company from time to time.
10. During the Training period of six months, you will not be eligible for any leave. On emergency situations, you can take leave upon Manager's approval. During Probation period, you are eligible to take one leave per month.

As a token of your acceptance and understanding of the above details disclosed to you, you will need to affix your signature to the marked area below and return it to us. A copy of this undertaking may be obtained from the designated mentor or the concerned HR representative.

Sincerely,

Sanju Joseph Peters  
Managing Director, Novacis Digital Pvt Ltd.

*I accept this offer of training and the terms therein.*

Accepted: S. Jeyesh Vishnu

Name: Jeyesh Vishnu. S

Date: 12/01/2024

Office Address

Novacis Digital Pvt Ltd, Fourth Floor,

Block 1,


11th Avenue, Research Park,

Chennai, Tamil Nadu, India.

Phone: +91 44 4233 1111

Website

[www.novacisdigital.com](http://www.novacisdigital.com)



# RND Digital Labs Pvt Ltd

Mr. Kawsigan. S

11/02/2024

Tamilnadu

Subject: Letter of Offer

Dear Kawsigan. S,

It has been our pleasure interacting with you during the interview process and we thank you for the interest you have evinced in RND Digital Labs Pvt Limited.

We are pleased to offer you the position of **Intern, Development** with RND Digital Labs Pvt Limited. While we consider your interview comments, previous accomplishments, the best possible offer we could provide would be **Rs.350000**. A detailed employment letter shall be issued to you on the date of joining.

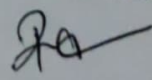
First six months you will be working as Intern in probation. Based on your performance, with a welcoming bonus of INR 50,000 we will onboard you as a permanent employee.

We have arrived at a decision of fitment after careful and fair scrutiny of your performance as against our internal parity and company standards.

This offer will be null and void if we do not receive a response from you within < 3 working days from the day the offer has been made.

Look forward to working with you.

For RND DIGITAL LABS PRIVATE LIMITED



DIRECTOR

OL/2008

11-Dec-2023

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**OFFER LETTER**

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Dear Venkatesh M,

**Congratulations!**

You have been selected to join VINSINFO through the Off Campus Recruitment process.

We are pleased to offer you the position of **Associate Software Developer** with a consolidated pay of Rs. 3,31,884/- p.a. (Rupees Three lakhs thirty one thousand eight hundred and eighty four rupees only). This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

**Probation**

You will be on probation for a period of 6 months from the date of joining. You will receive a Confirmation letter at the end of the probation period.

**Non-Disclosure Agreement and Service Agreement**

You would be required to sign a Non-Disclosure Agreement and Service Agreement (for a period of 30 months) at the time of joining.

**Leaves**

You will be entitled to 14 days of earned leave a year. You are expected to take prior permission of your manager for availing leave.

**Maternity**

At VINSINFO, we are committed to ensuring a family-friendly environment and a culture that builds a great work-life balance. Women employees will be entitled to maternity leave with full pay for a period of 26 weeks, in line with latest Maternity Benefit (Amendment Act) 2017. Male employees will be entitled to paternity leave with full pay for a period of 7 continuous working days.

**Working Hours**

The hours of work will commence at 9.30 a.m. and will continue till 6.30 p.m. every day. However, you may have to work in a different time zone as required in the assigned project which will be communicated by your manager.

The office will be functioning 5 days a week beginning on Monday. Sunday will be a weekly holiday. The office will be closed on the first, second and fourth Saturdays of each month, 5 Government holidays in a year and 7 days will be the option chosen at the beginning of the calendar year.

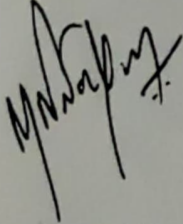


**Joining Date**

Your date of joining will be communicated separately.

We warmly welcome you to the VINS family!

Regards,



Authorised Signatory

000A3020

Ref: FY25/HR/06

Date: 09-Apr-2024

**Mr. Manoah**  
Sivakasi.

Dear **Mr. Manoah**,

We are pleased to offer you the position of **Junior Consultant** with our company, PESIL InfoSol Pvt Ltd, with a consolidated CTC of Rs.84,000/- (Rupees Ninety Six Thousand only) per annum & Date of joining of 01-Oct-2024.

Place of Joining & location of work before client deputation: Madurai.

We wish you best of luck for the wonderful deliveries to the clients of PESIL.

For PESIL InfoSol Pvt Ltd

Candidate Aadhaar authenticated Signature.

*eSign*  
Signed by: CHIDAMBARAM  
LAKSHMANAN  
Organization Unit: Authorized Signatory  
Organization Name: PESIL INFOSOL  
PRIVATE LIMITED  
Date: 09-Apr-2024 (06:36 PM)

**PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D  
Plot 37B, West Main Road, Anna Nagar, Madurai 625020. India.  
[www.pesilinfosol.com](http://www.pesilinfosol.com)

**Annexure 1: Salary Break up**

	Per month (Rs.)	Per annum (Rs.)
Basic Pay	3,000	
House Rent Allowance	1,500	
Special Allowance	1,780	
PF (Employee Contribution) @ 12% of Basic	360	
PF (Employer Contribution) @ 12% of Basic	360	
Sub-Total	7,000	
Total		<b>84,000</b>

Training & Certification allowance: Rs.15,000/- per financial year would be reimbursed for certification expenses with or without training.

**PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D  
Plot 37B, West Main Road, Anna Nagar, Madurai 625025, India.  
[www.pesilinfosol.com](http://www.pesilinfosol.com)

## Annexure 2: Employment Terms & Conditions

- 1) **Tax Deduction:** Tax at source (TDS) deducted as per Income Tax rules & organization's rules in force. Tax deduction waiver would be provided on receipt of government approved payment receipts.
- 2) **Holiday Allowances:** Paid leave of 3 days per quarter for the first year; 8 holidays can be carried forward for the second year & further years.
- 3) **Payday:** Salary will be credited to your account on or before the 7th of every month for the previous month worked, based on approved timesheets.
- 4) **Location** of work is Bangalore; any travel outside Bangalore will be reimbursed based on originals.
- 5) **Client Deputation:** You shall be deputed as PESIL's representative to its global clients. Clients might change often. You shall be deputed to work with multiple clients parallelly with a reasonable effort.
- 6) **Policies:** During Client assignments, you are expected to follow the rules and regulations of the client. That includes policies relating to working hours, code of conduct, etc. Your Client-site reporting authority will be the decision maker on all these. You will not undertake any work/service, which will not be conducive or run contrary to this assignment.
- 7) **Confidentiality:** It is specifically understood and explicitly binding upon you that you shall not at any time disclose, divulge or communicate to any person or persons any information whatsoever or secrets of confidential nature relating to the activity trade or business of all or any of the products/services of the organization relating to your area of activity or otherwise the disclosure of which is likely to be prejudicial to the interest of the organization.
- 8) **Non Complete:** You shall not pursue any business or employment to the clients, directly or indirectly for 12 months after last date of delivery with that particular client.
- 9) **Intellectual Property:** Any product, material, document or any artifact developed partly or fully by you during your employment with PESIL, shall remain PESIL's Intellectual property only. All information pertaining to such products and materials shall remain secret & shall be safeguarded by you.
- 10) **Conflict of Interest:** During the course of employment, you shall not take up any other employment or contractual obligations. You shall devote your full time to service PESIL's customers.
- 11) **Termination of agreement:** PESIL reserves its right to terminate this agreement forthwith without notice or payment in lieu of notice in cases of poor performance, neglect of duty, misconduct, conduct not beneficial to the interests of PESIL or the Client, absences from work for more than 2 days without justifiable reasons, a breach of the terms and conditions of this agreement, a breach of the rules, regulations, business and operational procedures of the Client/ applicable law. If it is found at any time that any information furnished by you in your application or during interview regarding your personal particulars or any other matter relating to you is incorrect or not true you will be liable to immediate termination without applicability of notice period and such further action as the management deems fit.
- 12) **Exit:** The appointment is subject to termination by giving in writing **90 days notice** on either side. PESIL shall have the right to recover the amount in lieu of notice from any amount due to you in case you fail to give the required notice in writing. We will have an option of terminating your services with immediate effect paying you the salary in lieu of notice.
- 13) **Service Commitment:** This appointment is given to the employee on the assurance that he / she will serve the Organization for minimum period of two year after start of client deputation; wherein Employee has submitted his/her original certificates of all the following, namely, degree certificate(s), consolidated college marksheet(s), 10<sup>th</sup> & 12<sup>th</sup> standard, to the Employer. Employer shall provide a written statement acknowledging receipt of those original certificates. Employer shall maintain the original certificates safely & return them to the Employee on completion of 2 years of continuous service.
- 14) **Arbitration:** This Agreement shall be construed in accordance with the laws of the state of Tamil Nadu, India. It may be noted that the Courts in Madurai, Tamil Nadu, shall have the Exclusive jurisdiction with regard to any matter, claim or dispute arising out of or in any way relating to this contract of employment.
- 15) **Appraisal:** Quarterly appraisal shall be performed & a salary increment shall be provided on completion of one year from the previous increment.

### **PESIL InfoSol Private Limited**

Ref: FY25/HR/04

Date: 05-Apr-2024

**Mr. Venkatesh P**  
S/O Mr.Pechimuthu  
Madurai

Dear **Mr. Venkatesh P (Voter ID: SBW2194223)**,

We are pleased to offer you the position of **Junior Consultant** with our company, PESIL InfoSol Pvt Ltd, with a consolidated CTC of Rs.84,000/- (Rupees Ninety Six Thousand only) per annum & Date of joining of 01-Oct-2024.

Place of Joining & location of work before client deputation: Madurai.

We wish you best of luck for the wonderful deliveries to the clients of PESIL.

For PESIL InfoSol Pvt Ltd

Candidate Aadhaar authenticated Signature.

*eSign*  
Signed by: CHIDAMBARAM  
LAKSHMANAN  
Organization Unit: Authorized Signatory  
Organization Name: PESIL INFOSOL  
PRIVATE LIMITED  
Date: 05-Apr-2024 (01:22 PM)

P. Venkatesh

**PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D  
Plot 37B, West Main Road, Anna Nagar, Madurai 625020. India.  
www.pesilinfosol.com

**Annexure 1: Salary Break up**

	Per month (Rs.)	Per annum (Rs.)
Basic Pay	3,000	
House Rent Allowance	1,500	
Special Allowance	1,780	
PF (Employee Contribution) @ 12% of Basic	360	
PF (Employer Contribution) @ 12% of Basic	360	
<b>Sub-Total</b>	<b>7,000</b>	
<b>Total</b>		<b>84,000</b>

**Training & Certification allowance:** Rs.15,000/- per financial year would be reimbursed for certification expenses with or without training.

## Annexure 2: Employment Terms & Conditions


- 1) **Tax Deduction:** Tax at source (TDS) deducted as per Income Tax rules & organization's rules in force. Tax deduction waiver would be provided on receipt of government approved payment receipts.
- 2) **Holiday Allowances:** Paid leave of 3 days per quarter for the first year; 8 holidays can be carried forward for the second year & further years.
- 3) **Payday:** Salary will be credited to your account on or before the 7th of every month for the previous month worked, based on approved timesheets.
- 4) **Location** of work is Bangalore; any travel outside Bangalore will be reimbursed based on originals.
- 5) **Client Deputation:** You shall be deputed as PESIL's representative to its global clients. Clients might change often. You shall be deputed to work with multiple clients parallelly with a reasonable effort.
- 6) **Policies:** During Client assignments, you are expected to follow the rules and regulations of the client. That includes policies relating to working hours, code of conduct, etc. Your Client-site reporting authority will be the decision maker on all these. You will not undertake any work/service, which will not be conducive or run contrary to this assignment.
- 7) **Confidentiality:** It is specifically understood and explicitly binding upon you that you shall not at any time disclose, divulge or communicate to any person or persons any information whatsoever or secrets of confidential nature relating to the activity trade or business of all or any of the products/services of the organization relating to your area of activity or otherwise the disclosure of which is likely to be prejudicial to the interest of the organization.
- 8) **Non Complete:** You shall not pursue any business or employment to the clients, directly or indirectly for 12 months after last date of delivery with that particular client.
- 9) **Intellectual Property:** Any product, material, document or any artifact developed partly or fully by you during your employment with PESIL, shall remain PESIL's Intellectual property only. All information pertaining to such products and materials shall remain secret & shall be safeguarded by you.
- 10) **Conflict of Interest:** During the course of employment, you shall not take up any other employment or contractual obligations. You shall devote your full time to service PESIL's customers.
- 11) **Termination of agreement:** PESIL reserves its right to terminate this agreement forthwith without notice or payment in lieu of notice in cases of poor performance, neglect of duty, misconduct, conduct not beneficial to the interests of PESIL or the Client, absences from work for more than 2 days without justifiable reasons, a breach of the terms and conditions of this agreement, a breach of the rules, regulations, business and operational procedures of the Client/ applicable law. If it is found at any time that any information furnished by you in your application or during interview regarding your personal particulars or any other matter relating to you is incorrect or not true you will be liable to immediate termination without applicability of notice period and such further action as the management deems fit.
- 12) **Exit:** The appointment is subject to termination by giving in writing **90 days notice** on either side. PESIL shall have the right to recover the amount in lieu of notice from any amount due to you in case you fail to give the required notice in writing. We will have an option of terminating your services with immediate effect paying you the salary in lieu of notice.
- 13) **Service Commitment:** This appointment is given to the employee on the assurance that he / she will serve the Organization for minimum period of two year after start of client deputation; wherein Employee has submitted his/her original certificates of all the following, namely, degree certificate(s), consolidated college marksheets(s), 10<sup>th</sup> & 12<sup>th</sup> standard, to the Employer. Employer shall provide a written statement acknowledging receipt of those original certificates. Employer shall maintain the original certificates safely & return them the Employee on completion of 2 years of continuous service.
- 14) **Arbitration:** This Agreement shall be construed in accordance with the laws of the state of Tamil Nadu, India. It may be noted that the Courts in Madurai, Tamil Nadu, shall have the Exclusive jurisdiction with regard to any matter, claim or dispute arising out of or in any way relating to this contract of employment.
- 15) **Appraisal:** Quarterly appraisal shall be performed & a salary increment shall be provided on completion of one year from the previous increment.

**PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D

Plot 37B, West Main Road, Anna Nagar, Madurai 625020. India.

www.pesilinfosol.com



# RND Digital Labs Pvt Ltd

Mr. RAHUL.J

11/02/2024

Tamilnadu

Subject: Letter of Offer

Dear RAHUL.J,

It has been our pleasure interacting with you during the interview process and we thank you for the interest you have evinced in RND Digital Labs Pvt Limited.

We are pleased to offer you the position of **Intern, Development** with RND Digital Labs Pvt Limited. While we consider your interview comments, previous accomplishments, the best possible offer we could provide would be **Rs.350000**. A detailed employment letter shall be issued to you on the date of joining.

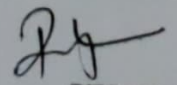
First six months you will be working as Intern in probation. Based on your performance, with a welcoming bonus of INR 50,000 we will onboard you as a permanent employee.

We have arrived at a decision of fitment after careful and fair scrutiny of your performance as against our internal parity and company standards.

This offer will be null and void if we do not receive a response from you within < 3 working days from the day the offer has been made.

Look forward to working with you.

For RND DIGITAL LABS PRIVATE LIMITED



DIRECTOR



200VA D 006



The Wallet that Propels your Prosperity

<http://www.finwallet.co.in>

22<sup>nd</sup> April 2024

**OFFER LETTER**

Dear SARVESH,

With reference to your application and the subsequent interview which you had with us, we would like to confirm your appointment with FINWALLET ASSOCIATES as **Acquisition Manager**, subject to probation for a period of three months, from your date of joining. Your acceptance of this letter and its conditions:

**Date of joining:**

Your date of joining will be on Tuesday, 7th May 2024

**Job Type:** Work From Office

**Hours of Work & Leave:**

Six days working, eight hours a day. Working time will be 9:30 am to 6:30 pm. You will be entitled for leave as per the company policy and rules.

**Confirmation:**

Your employment will be confirmed in writing on successful completion of the said probation period of 3 months.

**Remuneration**

You will be paid a fixed salary of Rs.15000 + **Variable Pay (Only when the target achieved)** every month. During the probation period you will be paid total of Rs.24000/- for 3months. You will not be eligible for any other allowance or benefit except as stated above.

**Separation:**

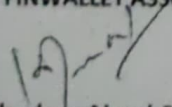
In case of resignation from services during the probationary period you shall serve one month notice. After the completion of your probationary period your services can be terminated by giving 1 month notice or salary in lieu thereof.

**Code of Conduct:**

During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and any other matters as may be framed by the company from time to time.

If you are happy with the terms of this letter, please confirm your formal acceptance of appointment by signing and returning the attached copy in prior to your commencement.

We wish you all the very best in your new assignment.

<p>FOR FINWALLET ASSOCIATES</p>  <p>KudbudeenAjmal.S Managing Director</p>	<p>Acceptance by Employee:</p> <p>Name:</p> <p>Date:</p>
---	--

Email Id: [info@finwalet.co.in](mailto:info@finwalet.co.in)

Cell : +91 9787232288

No 8F, II Floor, Parsn samrudhi Mahal, Opposite College, Old Dindugal Main Road, Madurai - 625018

200AD00b

Ref: FY25/HR/07

Date: 15-Apr-2024

**Mr. K Sharvesh Vishnu**  
S/o Mr.Kamaladhasan  
Madurai.

Dear **Mr. K Sharvesh Vishnu (PAN: FMMPS0745D)**,

We are pleased to offer you the position of **Junior Consultant** with our company, PESIL InfoSol Pvt Ltd, with a consolidated CTC of Rs.84,000/- (Rupees Eighty Four Thousand only) per annum & Date of joining of 01-Oct-2024.

Place of Joining & location of work before client deputation: Madurai.

We wish you best of luck for the wonderful deliveries to the clients of PESIL.

For PESIL InfoSol Pvt Ltd

Candidate Aadhaar authenticated Signature.

*eSign*  
Signed by: CHIDAMBARAM  
LAKSHMANAN  
Organization Unit: Authorized Signatory  
Organization Name: PESIL INFO SOL  
PRIVATE LIMITED  
Date: 15-Apr-2024 (09:24 PM)

*eSign*  
Signed by: SHARVESH  
VISHNU K  
Location: Chennai, India  
Date: 17-Apr-2024  
(02:25 PM)

**PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D  
Plot 37B, West Main Road, Anna Nagar, Madurai 625020, India.  
[www.pesilinfosol.com](http://www.pesilinfosol.com)

**Annexure 1: Salary Break up**

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- 15) **Appraisal:** Quarterly appraisal shall be performed & a salary increment shall be provided on completion of one year from the previous increment.



**SURESOFT/HR=> Offer for Mr. Shiyam Sundar G.S to join in SureSoft for the post of Trainee Technical Assistant on 05Feb24-Mon...**

3 messages

Admin(SSOFTS) <admin@ssofts.com>  
To: sundargsk12@gmail.com

Wed, Jan 24, 2024 at 4:22 PM

Dear Mr. Shiyam Sundar .G.S,

Congratulations...!

As per the status of Technical Interview conducted in **Kamaraj College of Engineering & Technology on 20Jan24-Sat**, you have been selected for the post of **Trainee Technical Assistant**. You are advised to join in our Company on **05Feb24-Mon**.

As discussed in the HR Interview, please complete the 'Details required for Employment form' given by us (enclosed herein) & bring it along with the original documents & self-attested xerox copies at the time of joining as instructed by us.

**Dress code :**

1. Allowed to wear only formal pants and shirts with proper tuck-in during week days; plain Jeans and collar T-shirts allowed in Saturdays, Sundays and other Holidays. Any other Jeans type not allowed.
2. Maintain clean shaven face with short sideburn, Shirtcuff properly buttoned.
3. Not Allowed: Black color dress, footwear.

Please confirm the receipt of this email through a reply email & feel free to contact us if you find any query.

Wishing you a continuous success...!

**Company Address:**

SureSoft Systems Pvt Ltd,  
R.S.No. 151/7A, Pondicherry to Cuddalore Main Road,  
Kattukuppam, Manapet Post,  
Next to Hotel Anandha Bhavan,  
Pondicherry - 607402.

Tel : + 91- 413- 26 11 357, 26 11 358

Mobile: +91-95 855 35 301, 309.

**Landmark:** Our Company is located on the Main road connecting Pondicherry & Cuddalore. Our premises is 350 Meters away from 'Mahatma Gandhi Medical College & Hospital' (Bus Stop) & opposite to Thalappakatty Restaurant.

**Bus Route:** Our Office is 16KMs away from Pondicherry Bus Stand. Please take local bus going to 'Bahour' or 'Kannikoil', get down at Kattukuppam Bus stop & walk back in the same route. You can find our Company in 200Meters in the right side.

Regards,  
S. Sumithra,  
HR & Admin Team,  
SureSoft Systems Pvt Ltd,  
Pondicherry - 607402,  
24Jan24

.....  
.....  
**DISCLAIMER:** Information in this e-mail and any attachments in it are confidential and intended solely for the use of the addressee and may also be legally privileged. If you are not the intended recipient of this message, you are NOT authorized to read, retain, circulate or copy this message or any part of it. If you have received this e-mail in error, please notify the sender at Suresoft Systems or projectmgmt@ssofts.com or techsupport@ssofts.com immediately and destroy all copies of this message and any attachments.



**Employee - Confirmation Letter**

1 message

**Karthik Raja India Director** <karthikraja@interimcaps.com>  
To: officialrajesh285@gmail.com <officialrajesh285@gmail.com>

Mon, Apr 29, 2024 at 10:03 AM

Dear Shri Rajeshwaran M,

We are selected Medical data validator position in our organisation and give the confirmation offer letter to you on the basis of selected process and kindly acknowledge the receipt.

Further communication and other HR policies will intimate once you complete your training session for three weeks period.

Thanks &Regards  
P. Karthik Raja - Director  
**Interim CAPS India Pvt Ltd**  
Mobile +91 73585 90955  
<http://interimcaps.com>  
13/5B, 3rd main road,  
Jaganathapuram ,  
Velachery, Chennai-600042.

Ref: FY24/HR/08

Date: 27-Mar-2024

**Mr. R B Shridharan**  
S/O Mr. Balasubramanian  
Madurai

Dear **Mr. R B Shridharan (PAN: NENPS7317E)**,

We are pleased to offer you the position of **Junior Consultant** with our company, PESIL InfoSol Pvt Ltd, with a consolidated CTC of Rs.84,000/- (Rupees Ninety Six Thousand only) per annum & Date of joining of 25-April-2024.

Place of Joining & location of work before client deputation: Madurai.

We wish you best of luck for the wonderful deliveries to the clients of PESIL.

For PESIL InfoSol Pvt Ltd

Candidate Aadhaar authenticated Signature.

*eSign*  
Signed by: CHIDAMBARAM  
LAKSHMANAN  
Organization Unit: Authorized Signatory  
Organization Name: PESIL INFOSOL  
PRIVATE LIMITED  
Date: 27-Mar-2024 (10:26 PM)

R. B. Shridharan

**PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D  
Plot 37B, West Main Road, Anna Nagar, Madurai 625020. India.  
[www.pesilinfosol.com](http://www.pesilinfosol.com)

**Annexure 1: Salary Break up**

	Per month (Rs.)	Per annum (Rs.)
Basic Pay	3,000	
House Rent Allowance	1,500	
Special Allowance	1,780	
PF (Employee Contribution) @ 12% of Basic	360	
PF (Employer Contribution) @ 12% of Basic	360	
<b>Sub-Total</b>	<b>7,000</b>	
<b>Total</b>		<b>84,000</b>

**Training & Certification allowance:** Rs.15,000/- per financial year would be reimbursed for certification expenses with or without training.

**PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D  
Plot 37B, West Main Road, Anna Nagar, Madurai 625020. India.  
[www.pesilinfosol.com](http://www.pesilinfosol.com)



## Annexure 2: Employment Terms & Conditions

- 1) **Tax Deduction:** Tax at source (TDS) deducted as per Income Tax rules & organization's rules in force. Tax deduction waiver would be provided on receipt of government approved payment receipts.
- 2) **Holiday Allowances:** Paid leave of 3 days per quarter for the first year; 8 holidays can be carried forward for the second year & further years.
- 3) **Payday:** Salary will be credited to your account on or before the 7th of every month for the previous month worked, based on approved timesheets.
- 4) **Location** of work is Bangalore; any travel outside Bangalore will be reimbursed based on originals.
- 5) **Client Deputation:** You shall be deputed as PESIL's representative to its global clients. Clients might change often. You shall be deputed to work with multiple clients parallelly with a reasonable effort.
- 6) **Policies:** During Client assignments, you are expected to follow the rules and regulations of the client. That includes policies relating to working hours, code of conduct, etc. Your Client-site reporting authority will be the decision maker on all these. You will not undertake any work/service, which will not be conducive or run contrary to this assignment.
- 7) **Confidentiality:** It is specifically understood and explicitly binding upon you that you shall not at any time disclose, divulge or communicate to any person or persons any information whatsoever or secrets of confidential nature relating to the activity trade or business of all or any of the products/services of the organization relating to your area of activity or otherwise the disclosure of which is likely to be prejudicial to the interest of the organization.
- 8) **Non Complete:** You shall not pursue any business or employment to the clients, directly or indirectly for 12 months after last date of delivery with that particular client.
- 9) **Intellectual Property:** Any product, material, document or any artifact developed partly or fully by you during your employment with PESIL, shall remain PESIL's Intellectual property only. All information pertaining to such products and materials shall remain secret & shall be safeguarded by you.
- 10) **Conflict of Interest:** During the course of employment, you shall not take up any other employment or contractual obligations. You shall devote your full time to service PESIL's customers.
- 11) **Termination of agreement:** PESIL reserves its right to terminate this agreement forthwith without notice or payment in lieu of notice in cases of poor performance, neglect of duty, misconduct, conduct not beneficial to the interests of PESIL or the Client, absences from work for more than 2 days without justifiable reasons, a breach of the terms and conditions of this agreement, a breach of the rules, regulations, business and operational procedures of the Client/ applicable law. If it is found at any time that any information furnished by you in your application or during interview regarding your personal particulars or any other matter relating to you is incorrect or not true you will be liable to immediate termination without applicability of notice period and such further action as the management deems fit.
- 12) **Exit:** The appointment is subject to termination by giving in writing **90 days notice** on either side. PESIL shall have the right to recover the amount in lieu of notice from any amount due to you in case you fail to give the required notice in writing. We will have an option of terminating your services with immediate effect paying you the salary in lieu of notice.
- 13) **Service Commitment:** This appointment is given to the employee on the assurance that he / she will serve the Organization for minimum period of two year after start of client deputation; wherein Employee has submitted his/her original certificates of all the following, namely, degree certificate(s), consolidated college marksheet(s), 10<sup>th</sup> & 12<sup>th</sup> standard, to the Employer. Employer shall provide a written statement acknowledging receipt of those original certificates. Employer shall maintain the original certificates safely & return them the Employee on completion of 2 years of continuous service.
- 14) **Arbitration:** This Agreement shall be construed in accordance with the laws of the state of Tamil Nadu, India. It may be noted that the Courts in Madurai, Tamil Nadu, shall have the Exclusive jurisdiction with regard to any matter, claim or dispute arising out of or in any way relating to this contract of employment.
- 15) **Appraisal:** Quarterly appraisal shall be performed & a salary increment shall be provided on completion of one year from the previous increment.

### **PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D

Plot 37B, West Main Road, Anna Nagar, Madurai 625020. India.

[www.pesilinfosol.com](http://www.pesilinfosol.com)



## Selva Engineering and Automation

Think Perfect

Dec 26 2023

Dear Sivaranjani

Congratulations! It is our pleasure to offer you an employment with Selva Engineering and Automation (SEA), Virudhunagar in the position of Trainee Engineer, commencing Feb 5 2024, on the terms set forth in this letter.

Your training period is for 3 months, and you will be confirmed as Engineer after successful completion of your training period. The holidays and vacation will be applied to you as per our policy.

Your salary during the training period is INR 9,000 + travel allowance of Rs 500 per month.

Once confirmed, your salary structure will be:

Basic	INR	17,000
Professional	INR	1,500
PF	INR	255
Medical	INR	510
Travel	INR	500
Allowance	INR	500

Once confirmed, you will be eligible for company bonus. Based on your performance you will have annual increment as per company policy. The salary will be paid monthly as per our standard payroll procedures.

As a AI&DS professional, your duties and responsibilities include, but are not exclusive to, the following:

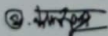
- Understand Industrial Automation
- Develop Automation programming, Quality Check
- Learn to trouble shoot industrial diagnostic data

Please understand due to our diversity of service with our clients, our employees are required to be flexible to travel during their assignments.

The staff at SEA looks forward to having you join our team. Please report to Sakthi Kumar at our Virudhunagar office, on the day of joining to complete the sign-in packages.

Should you have any questions, please feel free to contact me at [selva.kumar@selvallc.com](mailto:selva.kumar@selvallc.com).

Sincerely,



Selvakumar  
President

Acceptance: \_\_\_\_\_

Date: \_\_\_\_\_

Dear Sowmiya Ravichandran,

**Congratulations! You're officially Hired!**

We are impressed with your performance at the interview and would like to formally offer you the position of **Process Trainee - FEB night**.

Based on your experience, skills and core values, we look forward to see you taking our brand and organisation to the greater heights and growing along with PROCHANT INDIA.

This is a full-time & permanent job opportunity with workdays as Monday to Friday (Sat & Sun week off) and work timings from 8.00PM to 5AM. As discussed your salary package would be 17650 CTC (Rs. 15,500 /- Take Home).

**Reporting Location:**

DLF Cyber City,  
Block 6 , 7th Floor 1/124,  
Mount Poonamallee Road,  
Shivaji Gardens, Manapakkam,  
Chennai – 600089.

We are excited about the possibility of you joining **PROCHANT INDIA**. If you have any questions, please contact us directly via phone or email. To accept this offer, please revert to this email with your confirmation of acceptance.

For more information, please visit [India.prochant.com](http://India.prochant.com).

Thank you,

Kavitha

Kavitha Thirupathi

HR Specialist - Recruitment

(Phone) | (Fax)

[www.prochant.com](http://www.prochant.com)

## Reimbursement Simplified

Email is covered by the Electronic Communications Privacy Act, Title 18, Sections 2510-2521 of the United States Code. This email and its attachments may contain privileged and confidential information and/or protected health information (PHI) intended solely for the use of Prochant, LLC and the recipient(s) named above. If you are not the recipient, or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any review, dissemination, distribution, printing, copying, or the taking of action based on this email message and/or any attachments is strictly prohibited. If you have received this transmission in error, please notify the sender immediately at and permanently delete this email and any attachments. Any other use is a violation of Federal Law (HIPAA) and will be reported as such. Nothing in this email is intended to create a binding agreement between Prochant, LLC, and any third party. For any HIPAA, HITECH & HITRUST violation & compliance issue please send an email to Prochant's Security Compliance group ([compliance@prochant.com](mailto:compliance@prochant.com)).

## INTERNSHIP OFFER LETTER

Ref No: 94-2024-EOL

Date: 25-October-2023

Sridevi Dharshini

Dear Sridevi,

We are pleased to offer you an **Internship** with **Cloud SCS Technologies Private Limited ("Company")**, having registered office at Chennai, India, with a start date of **January-03-2024** and end date **June-03-2024**.

This letter sets forth the terms and conditions of your internship with the Company. It is important that you understand clearly both what your benefits are and what the Company expects of you. By signing this letter, you will be acknowledging and agreeing to the following terms of Internship.

### Duties

Your job title ("position") will be **Intern-Developer**, reporting to the **Head of Research & Development** of Cloud SCS Technologies. During your internship, you will have all the duties and responsibilities that are normally associated with your position and other responsibilities as your Director of Cloud SCS Technologies, and the Company may reasonably determine.

### Compensation

Your monthly stipend will be **INR 15,000/-** subject to deductions in accordance with the Company's payroll processing procedures, policies, and applicable federal, state and local laws.

### Internship to Full time employment Change

Based on the evaluation of performance, Company will decide to change your internship to a full-time employment after your internship period. This is subjective to evaluation of your performance and CSCS reserves all rights to make the final decision in this regard.

### Documents Submission

On the date of joining, you will be required to furnish photocopies of the original documents and other listed information in **Annexure I**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at the Company.

### Reimbursement of Expenses

You will be entitled to reimbursement for reasonable business expenses that are documented by you and incurred in the ordinary course of business in accordance with the Company's standard policies and procedures.

### **Adjustments and Changes in Internship Status**

The Company reserves the right to make personnel decisions regarding your Internship, including but not limited to decisions regarding any transfers or other changes in duties or assignments, changes in your salary and other compensation, changes in benefits and changes in Company policies or procedures.

### **Proprietary Information Agreement**

You will be required to abide by the terms of the Confidential Information and Inventions Assignment (CIIA) agreement prior to beginning Internship, indicating your full agreement to, and ongoing compliance with, the terms of that agreement, which include, among other provisions, the assignment of patent rights to any invention made during your Internship at the Company and non-disclosure of the Company's proprietary information.

### **No Conflicting Obligations**

By execution of this letter, you represent and warrant that your performance of this letter does not and will not breach any agreement you have entered, or will enter, with any other party. You must disclose to the Company all agreements relating to your prior Internship that may affect your eligibility to be employed by the Company or limit the way you may be employed. It is the Company's understanding that any such agreement will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your Internship with the Company, you will not engage in any other Internship, occupation, consulting, or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of your internship, nor will you engage in any other activities that conflict with your obligations to the Company. Similarly, you agree not to bring any third-party confidential information to the Company, including that of any former employer, and that you will not in any way utilize any such information in performing your duties for the Company.

By acknowledging this letter, you represent and warrant that: (i) you are not subject to any pre-existing contractual or other legal obligation with any person, company or business enterprise which may be an impediment to, or a conflict of interest with, your Internship with the Company, or your providing services to the Company as its employee; (ii) you do not have and shall not bring onto the Company's premises, or use in the course of your Internship with the Company, any confidential or proprietary information of another person, company or business enterprise to whom you previously provided services; and (iii) you will not, at any time during your Internship with the Company, breach any obligation or agreement that you have entered with any third party, including your former employers. You agree not to enter into any written or oral agreement that conflicts with this letter.

### **Integrated Agreement**

This letter supersedes any prior agreements, representations or promises of any kind, whether written, oral, express or implied between the parties hereto with respect to its subject matter. Likewise, this letter will constitute the full, complete and exclusive agreement between you and the Company with respect to its subject matter. This Agreement may only be changed by a writing, signed by you and an authorized representative of the Company.

### Severability

If any term of this letter is held to be invalid, void or unenforceable, the remainder of the terms herein will remain in full force and effect and will in no way be affected, and the parties will use their best efforts to find an alternative way to achieve the same result.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

**Cloud SCS Technologies Private Limited**

*Aqbal Khan*

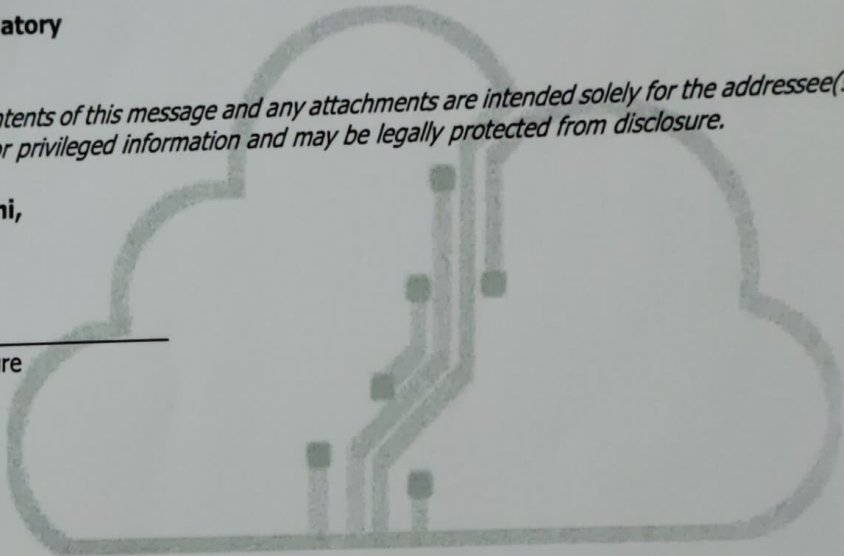
**Authorized Signatory**

**NOTICE:** *The contents of this message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure.*

**Sridevi Dharshini,**

\_\_\_\_\_  
Candidate Signature

Date:

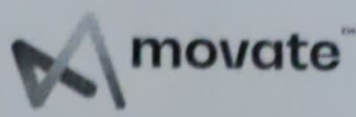


### ANNEXURE I

#### List of documents to be submitted on the day of joining.

1. Permanent/Current Address Proof – Passport, Aadhar card, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
2. Previous Employer, if applicable – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
3. Identity Verification - Copy of valid passport and **PAN card** is must.
4. Educational Certificates – 10<sup>th</sup>, 12<sup>th</sup> and College Each Semester marksheets





Date: 5<sup>th</sup> March 2024

Dear Surya,

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

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

**PRIMARY TERMS AND CONDITIONS:**

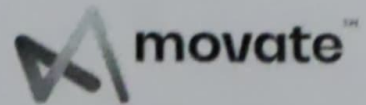
1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:
  - a. You are passing in all subjects of your academic graduation within the scheduled original course duration.
  - b. In case, if it emerges at the time of joining Movate that you have a backlog of subjects under your academic graduation and have not passed through you shall not be eligible for selection to Movate.
  - c. You are completing and passing through necessary HR formalities, including but not limited to Background Verification.
2. Movate will have the absolute right and discretion to offer employment to you, notwithstanding you are passing your academic degree qualification and you meeting the requisite standards specified by Movate in this conditional offer letter. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.
3. Please be specifically informed that this offer of employment is specific to projects that Movate may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining Movate and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

**TERMS AND CONDITIONS:**

1. **Gross Cost to Company:** The position includes a gross CTC of **Rs.2,50,000/- (Rupees Two Lakhs and Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.2,37,500/- (Rupees Two Lakhs Thirty-Seven Thousand and Five Hundred Only).**
3. **Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation upto a maximum of **Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.

**MOVATE TECHNOLOGIES PRIVATE LIMITED**  
 (FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)  
 CIN: U72900TN2000PTC115034

Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058, Tamil Nadu, India Tel: +91 44 6632 2000, www.csscorp.com

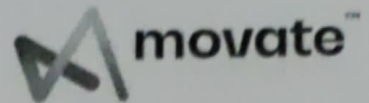


4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you, and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations, and conditions of service of that location.
7. **Time Zones:** You shall be present in the office during normal working hours or in shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.
8. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
9. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving Two (2) month notice in writing or Two (2) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
12. On being given with final offer letter and you accepting the same and joining Movate you must sign a "24-month service agreement" which will be effective, from the first day of your employment with Movate.
13. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement,

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**MOVATE TECHNOLOGIES PRIVATE LIMITED**  
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)  
CIN: U72900TN2000PTC115034

Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058,  
Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com



etc., you will be governed by the rules/policies of the Company framed from time to time.

The date of joining shall be communicated in a separate e-mail. As a token of acceptance, please send the signed copy of this offer letter to **Vignesh.sekar01@movate.com** within 2 business days from the date of receipt of this offer letter.

**For Movate Technologies Private Limited**

*Padma Jayaraman*

**Padma Jayaraman**

Associate Director, Campus and Institutional Alliances

Annexure 1 - Salary Working & Benefits

Annexure 2 - Documents to be Submitted

**DECLARATION**

1. I understand and agree that my selection shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances my conditional offer gets annulled, and I will not be considered for future employment with Movate and would not receive any certifications provided by Movate.
2. I understand that on joining Movate as an employee, I may be posted to any location within India, as per business requirements of Movate. I further understand that the decision taken by Movate in this regard would be final and binding on me.
3. I understand that Movate functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of Movate.
4. I understand on joining Movate as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with Movate.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied except as otherwise stated in this offer letter. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

**Candidate Signature of Acceptance:**

**Date :**

---

**MOVATE TECHNOLOGIES PRIVATE LIMITED**  
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)  
CIN: U72900TN2000PTC115034

Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058, Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com

**Annexure1**

**Salary Working**

<b>Name:</b>	Surya			
<b>Designation:</b>	Trainee	<b>Grade:</b>	JL 1B	
	<b>Explanatory Notes</b>	<b>Monthly</b>	<b>Annual</b>	
<b>Guaranteed Compensation</b>				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		7,860	94,316
<b>Statutory Benefits</b>				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
<b>Total Guaranteed Compensation (TGC)</b>			<b>19,792</b>	<b>237,500</b>
<b>Variable Compensation</b>				
Variable Performance Pay (VPP)	5% on CTC			12,500
<b>Total Variable Compensation**</b>				<b>12,500</b>
<b>Gross Cost to Company (CTC)</b>				<b>250,000</b>
<b>Conditional Allowance</b>				
Night Shift Allowance (US)***	22 days		3,300	39,600
<b>Benefits</b>				
Hospitalization Insurance for Self, Spouse & 2 Dependent children (GMC)				3,00,000
Group Personal Accidental Cover (GPA)				1,500,000
Group Term Life Insurance Cover (GTL)				1,500,000
Employee Direct Linked Insurance Cover (EDLI)				7,05,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
<b>Deductions</b>				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.				
*** Payable as per shift allowance guidelines				

**MOVATE TECHNOLOGIES PRIVATE LIMITED**  
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)  
CIN: U72900TN2000PTC115034

Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058,  
Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com

**Annexure 2****MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY :**

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials :
  - 1) All Semester Mark Sheet (or) Consolidated Mark Sheet
  - 2) Provisional Certificate
  - 3) Degree Certificate
  - 4) Photocopies of Certifications if any
2. Recent Colour Photographs
  - 1) Passport size photographs - 4 Numbers for self
  - 2) Stamp size photographs - 2 Numbers for self
3. Personal details
  - 1) Copy of Valid Passport and Valid Visas (Not Mandatory)
  - 2) Copy of PAN Card
  - 3) Copy of Aadhar Card / Address proof
  - 4) Details of immediate family members (name and Date of birth) for Medical Insurance
4. Signed Copy of Appointment Letter

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Tamil Nadu, India Tel: +91 44 6632 2000; [www.csscorp.com](http://www.csscorp.com)

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Ref: FY25/HR/03

Date: 05-Apr-2024

**Mr. NG Tilak**  
S/O Mr.Nallusamy Ganesh  
Madurai

Dear **Mr. NG Tilak (PAN: DSTPG8589J)**,

We are pleased to offer you the position of **Junior Consultant** with our company, PESIL InfoSol Pvt Ltd, with a consolidated CTC of Rs.84,000/- (Rupees Ninety Six Thousand only) per annum & Date of joining of 01-Oct-2024.

Place of Joining & location of work before client deputation: Madurai.

We wish you best of luck for the wonderful deliveries to the clients of PESIL.

For PESIL InfoSol Pvt Ltd

Candidate Aadhaar authenticated Signature.

*eSign*  
Signed by: CHIDAMBARAM  
LAKSHMANAN  
Organization Unit: Authorized Signatory  
Organization Name: PESIL INFOSOL  
PRIVATE LIMITED  
Date: 05-Apr-2024 (01:20 PM)

*eSign*  
Signed by: NG Tilak  
Location: Madurai,  
India  
Date: 12-Apr-2024  
(01:14 PM)

**PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D  
Plot 37B, West Main Road, Anna Nagar, Madurai 625020, India.  
[www.pesilinfosol.com](http://www.pesilinfosol.com)

**Annexure 1: Salary Break up**

	Per month (Rs.)	Per annum (Rs.)
Basic Pay	3,000	
House Rent Allowance	1,500	
Special Allowance	1,780	
PF (Employee Contribution) @ 12% of Basic	360	
PF (Employer Contribution) @ 12% of Basic	360	
<b>Sub-Total</b>	<b>7,000</b>	
<b>Total</b>		<b>84,000</b>

**Training & Certification allowance:** Rs.15,000/- per financial year would be reimbursed for certification expenses with or without training.

**PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D  
Plot 37B, West Main Road, Anna Nagar, Madurai 625020. India.  
[www.pesilinfosol.com](http://www.pesilinfosol.com)

## Annexure 2: Employment Terms & Conditions

- 1) **Tax Deduction:** Tax at source (TDS) deducted as per Income Tax rules & organization's rules in force. Tax deduction waiver would be provided on receipt of government approved payment receipts.
- 2) **Holiday Allowances:** Paid leave of 3 days per quarter for the first year; 8 holidays can be carried forward for the second year & further years.
- 3) **Payday:** Salary will be credited to your account on or before the 7th of every month for the previous month worked, based on approved timesheets.
- 4) **Location** of work is Bangalore; any travel outside Bangalore will be reimbursed based on originals.
- 5) **Client Deputation:** You shall be deputed as PESIL's representative to its global clients. Clients might change often. You shall be deputed to work with multiple clients parallelly with a reasonable effort.
- 6) **Policies:** During Client assignments, you are expected to follow the rules and regulations of the client. That includes policies relating to working hours, code of conduct, etc. Your Client-site reporting authority will be the decision maker on all these. You will not undertake any work/service, which will not be conducive or run contrary to this assignment.
- 7) **Confidentiality:** It is specifically understood and explicitly binding upon you that you shall not at any time disclose, divulge or communicate to any person or persons any information whatsoever or secrets of confidential nature relating to the activity trade or business of all or any of the products/services of the organization relating to your area of activity or otherwise the disclosure of which is likely to be prejudicial to the interest of the organization.
- 8) **Non Complete:** You shall not pursue any business or employment to the clients, directly or indirectly for 12 months after last date of delivery with that particular client.
- 9) **Intellectual Property:** Any product, material, document or any artifact developed partly or fully by you during your employment with PESIL, shall remain PESIL's Intellectual property only. All information pertaining to such products and materials shall remain secret & shall be safeguarded by you.
- 10) **Conflict of Interest:** During the course of employment, you shall not take up any other employment or contractual obligations. You shall devote your full time to service PESIL's customers.
- 11) **Termination of agreement:** PESIL reserves its right to terminate this agreement forthwith without notice or payment in lieu of notice in cases of poor performance, neglect of duty, misconduct, conduct not beneficial to the interests of PESIL or the Client, absences from work for more than 2 days without justifiable reasons, a breach of the terms and conditions of this agreement, a breach of the rules, regulations, business and operational procedures of the Client/ applicable law. If it is found at any time that any information furnished by you in your application or during interview regarding your personal particulars or any other matter relating to you is incorrect or not true you will be liable to immediate termination without applicability of notice period and such further action as the management deems fit.
- 12) **Exit:** The appointment is subject to termination by giving in writing **90 days notice** on either side. PESIL shall have the right to recover the amount in lieu of notice from any amount due to you in case you fail to give the required notice in writing. We will have an option of terminating your services with immediate effect paying you the salary in lieu of notice.
- 13) **Service Commitment:** This appointment is given to the employee on the assurance that he / she will serve the Organization for minimum period of two year after start of client deputation; wherein Employee has submitted his/her original certificates of all the following, namely, degree certificate(s), consolidated college marksheet(s), 10<sup>th</sup> & 12<sup>th</sup> standard, to the Employer. Employer shall provide a written statement acknowledging receipt of those original certificates. Employer shall maintain the original certificates safely & return them the Employee on completion of 2 years of continuous service.
- 14) **Arbitration:** This Agreement shall be construed in accordance with the laws of the state of Tamil Nadu, India. It may be noted that the Courts in Madurai, Tamil Nadu, shall have the Exclusive jurisdiction with regard to any matter, claim or dispute arising out of or in any way relating to this contract of employment.
- 15) **Appraisal:** Quarterly appraisal shall be performed & a salary increment shall be provided on completion of one year from the previous increment.

### **PESIL InfoSol Private Limited**

CIN: U72900TN2020PTC139975; PAN: AALCP6448D

Plot 37B, West Main Road, Anna Nagar, Madurai 625020, India.

[www.pesilinfosol.com](http://www.pesilinfosol.com)





# PRODIGY INFOTECH

## INTERNSHIP OFFER LETTER

Date: 14/02/2024

CIN: PIT/FEB24/7117

Dear **Venkatesh M,**

We are pleased to offer you the position of **Web Development Intern** at **Prodigy InfoTech**. This is an educational internship. As a valued member of our team, you will have the opportunity to gain hands-on experience in this field.

The internship is scheduled to commence on the **15<sup>th</sup> February, 2024** and will conclude on the **15<sup>th</sup> March, 2024**, resulting in a one-month duration for the program.

By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from Prodigy InfoTech.


You also agree that you will follow all of the company's policies that apply to non-employee interns. This letter constitutes the complete understanding between you and the company regarding your internship and supersedes all prior discussions or agreements. This letter may only be modified by a written agreement signed by both of us.


We eagerly anticipate your commencement of the internship program at Prodigy InfoTech and extend our best wishes for a prosperous experience.

Sincerely,

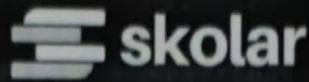
**Prodigy InfoTech**



 **Email**  
— [contact@prodigyinfotech.dev](mailto:contact@prodigyinfotech.dev)

 **Website**  
— [prodigyinfotech.dev](http://prodigyinfotech.dev)





## sklr edtech private limited

24 January 2024

OL Number: SKLR22-3547

Dear Venkatesh,

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development Trainee**.

This position is scheduled to begin on **27 January 2024** and will be ending on **5 June 2024**. Your first 10 days of Training period shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **18000** per month and upto 15,000 INR incentives which will vary according to your performance. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

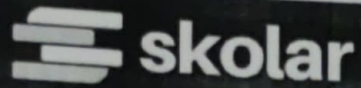
During your training with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your tenure, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the training offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 9632029231. Please review this letter in full, and sign and return it via email to [hr@skolar.in](mailto:hr@skolar.in) to confirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful Training period. Welcome to our team!

Sincerely,  
Muskan Rastogi  
Chief Executive Officer  
SKLR EDTECH PVT LTD



sklr edtech private limited

### Other Terms and Conditions

1. During the Training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training (including the unpaid days) due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to 1 month stipend.
3. You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. The original documents you provided will be returned to you once the training/internship is completed.
6. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
7. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
8. Official communication either within the company or outside the company should be through the company Email of your manager only.
9. Post successful completion of the Training tenure, the candidate will be eligible for a pre-placement offer at Skolar, the package shall be depending on performance during the internship.

I, **Venkatesh**, accept the above offer and will begin the Business Development Trainee position on 27 January 2024.

Name:

Sign:

## Internship Offer Letter

Vigneswaran RK,  
447 J/5, SS Nagar, Pallagu Road,  
Pandavarmangalam, Kovilpatti - 628502

16-Oct-2023

Dear Vigneswaran,

We are pleased to extend an offer for an internship position in our organization Relevantz Technology Services India private limited, based on your qualifications and interview, we believe you will be a valuable addition to our Relevantian Family.

**Position:** The position we are offering is that of an **Intern -Software Engineer**

**Start Date:** The internship will commence on **03-Jan-2024** and will continue till **31-Aug-2024**.

**Work Schedule:** You will be expected to work 48 hours per week, Monday through Saturday, from 9:00 am to 6:00 pm, including an hour lunch break.

**Compensation:** As this is a paid internship, you will receive a stipend of **Rs.8000/- per month**. You will receive this stipend at the end of each month.

**Benefit:** During your internship, you will have the opportunity to get the employee health insurance and Accidental insurance for **Rs.400,000/-** each

**Company Policies:** You will be expected to adhere to our company's rules, regulations, and guidelines, including confidentiality and non-disclosure agreements.

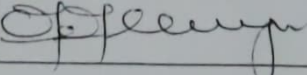
During your internship, you will have an access to Relevantz and Its client's private information. You agree that you will keep all this information and client information strictly confidential and will not share it with anybody outside the company. You will not use it for your own benefits and on completion of the internship; you will return documents, equipment, and all properties of the company.

Please bring along required documents when you arrive to commence duty on your first day. The required documents details will be communicated by the HR team before your date of joining.

For any further discussions related to this offer, please feel free to reach out to Mr. Azhagu Kumaran Mohan, at [azhagukumaran.mohan@relevantz.com](mailto:azhagukumaran.mohan@relevantz.com) or on +91 9789518386 from our campus recruitment team.

## Commitment Sheet

Candidate Name	Vigneswaran RK
Commitments as follows:	
Tenure Allowance	<p><b>General Instructions:</b></p> <ol style="list-style-type: none"> <li>After Completion of your internship, the job offer will be released based on your performance with the offer of 3 Lakhs and 75 Thousand (3,75 L all inclusive)</li> <li>The Job offer would be 3 L PA as a base salary, 25000 rupees will be a joining bonus after conversion to full time employee with Relevantz and 50000 rupees will be paid as a retention bonus after completion of 2 years and 7 Months service agreement including internship.</li> <li>You will be eligible for the hike after completing one year as a full-time employment</li> <li>On the day of joining, you would need to submit the originals of below mentioned documents:             <ol style="list-style-type: none"> <li>10<sup>th</sup> Marksheet</li> <li>HSC Marksheet</li> <li>UG/PG Marksheets</li> <li>Provisional/Degree Certificate</li> </ol> </li> <li>Onboarding and Internship training will be happening in Kamaraj College campus, Virudhunagar.</li> <li>The working days during the training period will be Monday to Saturday.</li> <li>Your training period will be seven months, and upon evaluating your training performance, we will confirm your employment with Relevantz Technology.</li> <li>Training hours will be 8 business hours per day (9AM to 6 PM, Including breaks).</li> <li>If you require accommodation during your training period, Kamaraj institute offers hostel facilities with food. The cost for this accommodation is Rs. 6000, which must be paid to the institute on monthly basis.</li> <li>Inclusive of your internship the agreement period would be 2 year &amp; 7 Months, the certificates will be returned back Upon Completion of 2 years of service agreement after Internship.</li> <li>In case of relieving in between the service agreement period, you may need to pay the agreement breakage charges as per the service agreement.</li> </ol>

Candidate signature		Date	16-Oct-2023
TAT representative signature		Date	16-Oct-2023
Approver signature		Date	16-Oct-2023

**Note:**

Date format shall be in dd-mmm-yyyy

Private & Confidential		
Controlled copy	© Relevantz Technology Services Pvt Ltd	Do not duplicate

Letter of Intent (LOI)

August 21, 2023

**YOKESH SHARAN K**

**Kamaraj College of Engineering and Technology, Virudhunagar**

Dear **YOKESH SHARAN K**,

We are pleased to inform you that you have successfully cleared the Campus preselection process and have been provisionally shortlisted for employment as "**Graduate Engineer Trainee**" subject to the conditions below.

As the next step, you will undergo '**Segue**' our industry readiness program covering a foundation course on Soft skills and technical skills and one of the Centers of Excellence training programs on Digital, Fullstack, Automation, AI, ML, Analytics, PEGA and Cloud.

You agree to join Hexaware after successful completion of the program as per specified company guidelines and not participate in any other selection process of another company.

Upon Joining Hexaware, in the training period you will be entitled to the remunerations indicated below as per the role:

1. **Graduate Engineer Trainee** - You will receive a Stipend of Rs.15000/-pm for a period of 6 months and on successful completion you will be paid a salary of Rs.4.00 Lac per annum.

You are required to sign a service agreement for a period of 2 years upon joining Hexaware. You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organization.

**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



You will, at all times, will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession and which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Further, you will not disclose such data or information without written consent from the company to anyone other than the companys officials who are authorized to receive the same. Even after you have ceased to be in the training, the confidentiality obligations shall be perpetual and binding on you and you shall not disclose them to anyone.

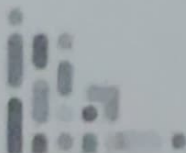
As a token of your acceptance that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your acceptance to joining Hexaware. You shall sign the Non- Disclosure Agreement (NDA) upon direction and shall abide by the terms and conditions mentioned therein.

The validity of this Letter of Intent is effective immediately and shall remain valid until July 31st, 2024. Both parties acknowledge and agree that this LOI is subject to extension at the discretion of Hexaware, based on prevailing business conditions and mutual interest.

Yours faithfully,  
For **HEXAWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

**Monica Mathur**  
Vice President, Recruitment-India & APAC



**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](http://www.hexaware.com)



Selva Engineering and Automation

Think Perfect

Feb 8 2024

Dear Yuva Sivasakthi

Congratulations! It is our pleasure to offer you an employment with Selva Engineering and Automation (SEA), Virudhunagar in the position of Trainee Engineer, commencing Feb 9 2024, on the terms set forth in this letter.

Your training period is for 3 months, and you will be confirmed as Engineer after successful completion of your training period. The holidays and vacation will be applied to you as per our policy.

Your salary during the training period is INR 9,000 + travel allowance of Rs 500 per month. Once confirmed, your salary structure will be:

Basic	INR 17,000
Professional	INR 1,500
PF	INR 255
Medical	INR 510
Travel	INR 500
Allowance	INR 500

Once confirmed, you will be eligible for company bonus. Based on your performance you will have annual increment as per company policy. The salary will be paid monthly as per our standard payroll procedures.

As a IT professional, your duties and responsibilities include, but are not exclusive to, the following:

- Understand Industrial Communication
- Develop Software package for Industrial Communication
- Develop Tools and programs for Network diagnostic

Please understand due to our diversity of service with our clients, our employees are required to be flexible to travel during their assignments.

The staff at SEA looks forward to having you join our team. Please report to Sakthi Kumar at our Virudhunagar office, on the day of joining to complete the sign-in packages.

Should you have any questions, please feel free to contact me at [selva.kumar@selvallc.com](mailto:selva.kumar@selvallc.com).

Sincerely,

Selvakumar  
President

Acceptance: \_\_\_\_\_

Date: \_\_\_\_\_