



KUMARAGURU
college of technology
character is life

Criteria V: Student Support and Progression

Metric: 5.2.1 Average percentage of placement of outgoing students during the last five years

Query: Provide appointment letter or Offer letter of the POORNIMA BHARATHI K VINOTH B HARISH S KOKILA P MAHESHWARI R PAVITHRA P KARTHIKEYAN R MAHENDRAN R Narresh Raja NANDHAKUMAR D RAJKUMAR VELAVAN K SARAVANAKUMAR N . SARAVANAMOORTHY S . DINESH BABU G . ANAND K ANGURAJ N DINESH M MOHANAPRIYA E NAVEEN T SARAVANAKUMAR M ARAVIND.M AARTHI M DEEPAK K V DHARSHINI S GEERTHANA D GEETHANJALI R HEMALATHA R JAYASRI M MAHALAKSHMI C MANOJ S B for 2016-17, 2017-18 , 2018-19 and 2019-20, 2020-21.

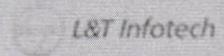
Response: Offer Letter of the above Students are attached below.

List of students proof :

Year	Name of student placed	Program graduated from	Name of the employer	Pay package at appointment	Page Number
2016-17	POORNIMA BHARATHI K	Master of Computer Application	Software Engineer, L&T infotech	6.00	4
2016-17	VINOTH B	Master of Computer Application	Senior Software Engineer, Accenture	7.00	5
2016-17	HARISH S	Master of Computer Application	Revature	4.15	6
2016-17	KOKILA P	Master of Computer Application	Tech Mahindra	3.50	12
2016-17	MAHESHWARI R	Master of Computer Application	Accenture	3.82	15
2016-17	PAVITHRA P	Master of Computer Application	Accenture	3.82	21
2016-17	KARTHIKEYAN R	Master of Computer Application	Sharp Info Solutions Pvt Ltd	3.5	27
2016-17	MAHENDRAN R	Master of Computer Application	Oasys cybernetic Pvt Ltd	1.80	28
2016-17	Narresh Raja	Master of Computer Application	Hinduja Global Solutions,Bangalore	6	30
2016-17	NANDHAKUMAR D	Master of Computer Application	Playinc	3.60	31
2016-17	RAJKUMAR VELAVAN K	Master of Computer Application	Sansragh Engineering	2.16	33
2016-17	SARAVANAKUMAR N .	Master of Computer Application	Capgemini	9.24	34
2016-17	SARAVANAMOORTHY S .	Master of Computer Application	Lycadigital Marketing Simplified	3.24	36
2016-17	DINESH BABU G .	Master of Computer Application	Opus Spark	3.00	41

2016-17	ANAND K	Master of Computer Application	Terralogic Software Solutions Private Limited, Bangalore	7.2	42
2016-17	ANGURAJ N	Master of Computer Application	NENGU TECH LIMITED, 320 Decker Dr Irving TX 75062	3	47
2016-17	DINESH M	Master of Computer Application	Ezio Solutions (P) Ltd, Coimbatore	3.5	51
2016-17	MOHANAPRIYA E	Master of Computer Application	Randstad India Pvt Ltd, Chennai	1.5	54
2016-17	NAVEEN T	Master of Computer Application	BPO Integra india Pvt Ltd, Coimbatore	3.5	56
2016-17	SARAVANAKUMAR M	Master of Computer Application	Virtusa Consulting Services Pvt. Ltd. (Unit - I), India	6.2	57
2016-17	ARAVIND.M	M.E-Civil Engineering	Design Forum India Pvt LTD	1.8	59
2016-17	AARTHI M	B.E-Civil Engineering	Accenture	3.82	60
2016-17	DEEPAK K V	B.E-Civil Engineering	Accenture	3.82	62
2016-17	DHARSHINI S	B.E-Civil Engineering	Accenture	3.82	64
2016-17	GEERTHANA D	B.E-Civil Engineering	Accenture	3.82	66
2016-17	GEETHANJALI R	B.E-Civil Engineering	Accenture	3.82	68
2016-17	HEMALATHA R	B.E-Civil Engineering	Accenture	3.82	69
2016-17	JAYASRI M	B.E-Civil Engineering	Accenture	3.82	71
2016-17	MAHALAKSHMI C	B.E-Civil Engineering	Accenture	3.82	73
2016-17	MANOJ S B	B.E-Civil Engineering	Accenture	3.82	75

14/12/16



Date: December 23, 2016
Ref: L&T Infotech/HR/Campus/2017
Name: Poornima Kuppura
College: Kumaraguru College Of Technology, Coimbatore

OFFER OF EMPLOYMENT

Dear Poornima Kuppura,

Welcome to L&T Infotech (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Software Application Trainee. During the initial training period of 12 months, your gross salary including all benefits will be Rs.3,33,800/- as per the details mentioned in 'Annexure-1'. You will also be issued a detailed 'Letter of Appointment' at the time of your joining L&T Infotech subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'. The date of commencement of training and venue for reporting will be intimated to you in advance. During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

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

TERMS AND CONDITIONS

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

Dr. D. SARAVANAN, M.Tech.,Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

14 Jan 2017



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11-Jan-2017

Vinoth Balasubramanian
6/200 E4, Divine Krishna Garden Kadambadi, Sulur Aero Coimbatore, Tamil Nadu, India.641401
9994862599

Dear Vinoth,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Delivery Centers for Technology, India as per the below terms and conditions.

Role - Application Development Associate
Career level - 12
Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
Annexure II for the documentation to be submitted by you
Terms of Employment

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

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process and applicable cut-offs communicated to you. You are required to score minimum 60% marks in each test to qualify the Accenture specific training program. If you are not able to score 60% in the first attempt, you are required to score 65% in the next 2 subsequent attempts of the same test to qualify the Accenture specific training program. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per the Terms of Employment clause 10.

Version 3.0 (Dec 2016)

Candidate's Signature

[Handwritten signature]

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

The Accenture logo is displayed in a white, lowercase, sans-serif font against a dark background. The background image shows a person's hands holding a pen and writing on a document.

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18-Jan-2017

Harish Sekar

76/5k,MDS NAGAR 5TH CROSS, HASTAMPATTI,SALEM

9500258017

Dear Harish,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Delivery Centers for Technology, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

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Version 3.1 (Dec 2016)

1

A handwritten signature in blue ink, appearing to read 'D. Saravanan', is written over a horizontal line.

Candidate's Signature _____

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Additionally, on the date of joining the Company, you would be required to sign and agree to the terms and conditions of a Service Agreement. As per the terms of the Service Agreement, in the event you choose to leave the Company, before the completion of 14 months from the date of joining the Company, the Service Agreement amount of INR 75,000/- will be construed as debt due and payable by you to the Company. The clauses of this Service Agreement will not be applicable in cases where the Company may, in its sole discretion, elect to terminate your employment.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year, with an aggregate of 60% or more. This offer is also contingent upon us working together to determine an appropriate start date for your employment which will be communicated to you at a later date.

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 Accenture 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, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 60 days (sixty days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 60 days (sixty days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

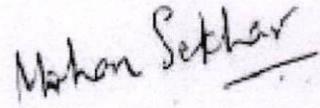
Dr. D. SARAVANAN, M.Tech., Ph.D.,
Principal's Signature
Kumaraguru College of Technology
Coimbatore - 641 049.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director – Delivery Centers for Technology in India

[Insert full legal name]



Dr. D. SARAVANAN, M.Tech., Ph.D.,
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ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934
(C) Additional Benefits	
	Annual (INR)
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

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.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB 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 the Company during the year. The payout that you receive will depend on your performance achievement and the performance of Delivery Centers for Technology, India in the current Company fiscal year. Details of the program will be communicated to you separately. 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 Local Variable Bonus guidelines.



Candidate's Signature _____

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Coimbatore - 641 049.

Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. 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 and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above in approximation of your eligibility and final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

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 Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.



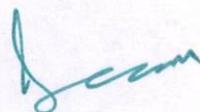
Candidate's Signature _____

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Kumaraguru College of Technology
Coimbatore - 641 049.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)



Dr. D. SARAVANAN, M.Tech., Ph.D.,
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Kumaraguru College of Technology
Coimbatore - 641 049.

1489900 / ELTP / 2017

31-Jan-2017

Subject: Letter of Intent

Dear Kokila,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform that you have been shortlisted for appointment as **Associate Software Engineer at Band U and Sub Band U1** in our Organization.

On joining you will be under **probation for a period of 6 (six) months** from the date of joining. During this probationary period, you will be eligible for an annual compensation of **Indian Rupees 260,000 (Indian Rupees Two Hundred Sixty Thousand Only)**. Please refer to **Annexure - A**. Subsequent to your successful completion of probation, you will be eligible for an Annual Salary package of **Indian Rupees 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

In addition to your salary, you will also be entitled for a one-time Settlement Allowance not exceeding **Indian Rupees 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per the Company Policy. The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the offer letter.

At the time of joining, you are required to sign a service bond with our Organization. As per this bond, you will be required to serve the Company for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** towards damages to the Company.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

This Letter of Intent is valid subject to you being medically fit, completing your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% in HSC or equivalent course and minimum of First Class/60% in all other courses completed by you prior to your qualifying academic course, successfully completing any Company organized training imparted prior to your date of joining and also completing all necessary legal documentations pertaining to your employment.

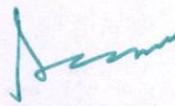
We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus joining Team on (mail id: Campusjoining@techmahindra.com) which in any case should not be later than **07-Feb-2017** failing which, this Letter of Intent shall stand withdrawn / cancelled automatically without any further notice.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



PK Sharma
Head - Resource Management Group



Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Annexure – A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,935
HRA (@50% of Basic Pay)	33,968
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,152
Flexible Components of TFP ^	73,194
Total Fixed Pay (Per Annum)	2,26,449
Total Variable Pay (TVP) (Per Annum) (*)	25,161
Total(A)	2,51,610
Additional Benefits(B)	8,390
Gratuity	3,268
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	260,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage : You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	



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Annexure – B

Total Cost to Company (TCC) (Per Annum)	3,25,000
Components of Total Cost to Company	Rs. (Per Annum)
Basic (@30% of Total Fixed Pay)	85,260
HRA (@50% of Basic Pay)	42,630
Conveyance (Grade-wise Fixed @ Rs. 800/- per month)	19,200
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,231
Flexible Components of TFP ^	1,02,878
Total Fixed Pay (Per Annum)	2,84,199
Total Variable Pay (TVP) (Per Annum) (*)	31,578
Total(A)	3,15,777
Additional Benefits(B)	9,223
Gratuity	4,101
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,122
Total Cost to Company (Per Annum) -----(A) + (B)	3,25,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Medical	15,000
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
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c) Group Personal Accident Insurance (GPAI) coverage : You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	



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The Accenture logo, featuring the word "accenture" in a lowercase, sans-serif font with a stylized 'a'.

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11-Jan-2017

Maheshwari R Raja K
D/o Raja K ,125-Perumpallam Anai Kempaikaik Palayam(PO), D.G.Pudhur(V) Sathyamangalam (T) , Erode (D),
Coimbatore, Tamil Nadu, India,
9655284135

Dear Maheshwari R,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Delivery Centers for Technology, India as per the below terms and conditions:

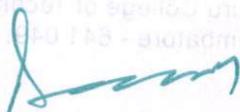
Role - Application Development Associate**Career level - 12****Talent Segment - Software Engineering**

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Kumaraguru College of Technology
Coimbatore - 641 049.

Additionally, on the date of joining the Company, you would be required to sign and agree to the terms and conditions of a Service Agreement. As per the terms of the Service Agreement, in the event you choose to leave the Company, before the completion of 14 months from the date of joining the Company, the Service Agreement amount of INR 75,000/- will be construed as debt due and payable by you to the Company. The clauses of this Service Agreement will not be applicable in cases where the Company may, in its sole discretion, elect to terminate your employment.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year, with an aggregate of 60% or more. This offer is also contingent upon us working together to determine an appropriate start date for your employment which will be communicated to you at a later date.

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 Accenture 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, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 60 days (sixty days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 60 days (sixty days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company-
<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar

Senior Managing Director – Delivery Centers for Technology in India

[Insert full legal name]

Secun

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

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.

Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB 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 the Company during the year. The payout that you receive will depend on your performance achievement and the performance of Delivery Centers for Technology, India in the current Company fiscal year. Details of the program will be communicated to you separately. 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 Local Variable Bonus guidelines.



Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

ANNEXURE - II**Mandatory documentation at the time of onboarding:**

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)



Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. 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 and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above in approximation of your eligibility and final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

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 Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.


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PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.



High performance. Delivered.

Strictly Private and Confidential

11-Jan-2017

Pavithra Paulraj

No-19, Masakalipalayam Road, Sowripalayam, Coimbatore, Tamil Nadu, India.

8754720016

Dear Pavithra,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Delivery Centers for Technology, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

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

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process and applicable cut-offs communicated to you. You are required to score minimum 60% marks in each test to qualify the Accenture specific training program. If you are not able to score 60% in the first attempt, you are required to score 65% in the next 2 subsequent attempts of the same test to qualify the Accenture specific training program. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per the Terms of Employment clause 10.

Version 3.1 (Dec 2016)

1

Candidate's Signature _____

Dr. D. SARAVANAN, M.Tech., Ph.D., 
 PRINCIPAL
 Kumaraguru College of Technology
 Coimbatore - 641 049.

Additionally, on the date of joining the Company, you would be required to sign and agree to the terms and conditions of a Service Agreement. As per the terms of the Service Agreement, in the event you choose to leave the Company, before the completion of 14 months from the date of joining the Company, the Service Agreement amount of INR 75,000/- will be construed as debt due and payable by you to the Company. The clauses of this Service Agreement will not be applicable in cases where the Company may, in its sole discretion, elect to terminate your employment.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year, with an aggregate of 60% or more. This offer is also contingent upon us working together to determine an appropriate start date for your employment which will be communicated to you at a later date.

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To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 60 days (sixty days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 60 days (sixty days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

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<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

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Version 3.0 (Dec 2016)
D. D. SARAVANAN, M.Tech., Ph.D., 2
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Candidate's Signature _____

Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
 - a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - b. 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 and 2 dependent children
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2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
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From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.



Candidate's Signature _____

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)



Dr. D. SARAVANAN, M.Tech., Ph.D.,
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ANNEXURE - I
COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

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Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
	Annual (INR)
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

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.

Local Variable Bonus (LVB)

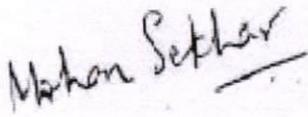
- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable payout is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The payout that you receive will depend on your performance achievement and the performance of Delivery Centers for Technology, India in the current Company fiscal year. Details of the program will be communicated to you separately. 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 Local Variable Bonus guidelines.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com. 6

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar

Senior Managing Director – Delivery Centers for Technology in India

[Insert full legal name]



Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.



SHARP INFO
SOLUTIONS PVT. LTD

Nov 03rd, 2018

R. Karthikeyan,
95D, Vaiyapuri nagar,
Kurumbapalayam,
Coimbatore.

Dear Mr. R. Karthikeyan,

Dr. D. SARAVANAN, M.Tech. Ph.D.,
PRINCIPAL

Kumaraguru College of Technology
Coimbatore - 641 049.

Further to your application for employment and the subsequent us, we are pleased to appoint you on the following terms and

Role: FTE (TRAINEE)

Date of Joining: November 03rd, 2018.

Your initial place of posting will be in Coimbatore.

Testimonials / certificates to be produced on the date of joining

1. Proof of age (SSLC or equivalent certificate)
2. Certificates confirming your educational qualification
3. 4 - Passport size photographs
4. 2 - Stamp size Photographs
5. Passport, if held. Otherwise you are requested to apply

You are requested to join on the aforesaid date, failing which you will be treated as invalid.

OASYS/HR/APPNT/1406/2018

Date: 24th September 2018

Mr. Mahendran R,
No.4/156, Bodipatti,
Udumalipet Taluk,
Tiruppur District - 642154.

Dear Mr. Mahendran R,

Sub: Letter of Engagement

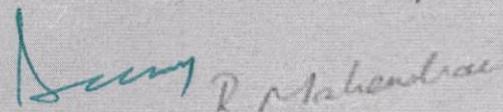
We welcome you to the OASYS Group of Companies. Further to your Interview and discussion with us we are pleased to offer you the position of "Test Engineer - Trainee" in our Business Service divisions on the following terms and conditions:

This offer of employment is subject to annulment if your credentials check fail or if you don't join as per the below agreed date or if the project you are selected for is delay or dropped.

We are confident that the energy and enthusiasm you come with will be leveraged to its full and further enhanced in the competitive work environment of OASYS Group.

TERMS AND CONDITIONS:

- 1. Probationary Period:** You will be on probation in the first instance for a period of six months from the commencement of your service with us. After the expiry of the said months, you will be absorbed in the permanent cadre of the company subject to satisfactory performance during the probationary period.
- 2. Emoluments:** Your total Cost to the Company will be **Rs.1,55,832/- (Rupees One Lakh Fifty Five Thousand Eight Hundred and Thirty Two Only)** per annum. Further revision depends solely on your performance and contribution to the company.
- 3. Termination clause:** During the period of probation, your services are subject to termination with 30 days notice by either side or payment in lieu thereof.
- 4. Notice Period:** Every employee in the organization has to service a minimum 45 working days notice after resignation. In case of an exceptional situation, the decision will be at the discretion of the management.
- 5.** If at any time in our opinion, which is final in this matter, you are found a non- performer or guilty of fraud, being dishonest or have behaved in a disorderly manner, are found negligent, indiscipline, or absent from duty without permission or any other conduct considered deterrent to the conduct of business, or in violation to one or more terms of this letter, your services will be terminated without notice. In case due to any of the above reasons there are any loss or damages incurred by the organization the amount in question will be recovered in full from you.



Dr. D. SARAVANAN, M.Tech., Ph.D.,
OASYS Cybernetics Pvt. Ltd.

6. You shall, during your services with us, devote the whole of your time to our business and the business of our associate companies as directed by us to the best of your ability and shall not be interested or employed at any time either directly or indirectly in any other business.
7. **Confidentiality:** During your employment with the company, you shall treat all company information as confidential and not divulge it to any person or any firm. In connection to this you are required to sign a Non-Disclosure agreement given with this letter.
8. **Roles and Responsibilities:** You will be assigned roles, responsibilities and objectives, by your reporting manager and/or you're Departmental Head, and you are expected to execute the same to the satisfaction of the Management.
9. **Leave:** You are entitled for a total of 24 days (EL/PL = 12, CL= 12) per year as per existing leave policy. An employee will be entitled to utilize PL only after completion of the probationary period. The maximum accumulation permissible is 24 days. Any PL accumulated beyond 24 days shall automatically lapse. The leave carried forward cannot be reimbursed or adjusted against the notice period. A maximum of three days continuous leave is permitted in normal course and beyond three days, it requires special approval.
10. **Transfers:** Though you have been engaged at a specific position, the company may transfer your services from one location to another, one department/entity to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, affiliates etc anywhere in India with or without any change in the terms of appointment.

Date of Joining: Your date of joining should be on or before 3rd October 2018.

Please indicate your acceptance of this offer of employment by returning this letter with your signature to the HR department. We sincerely hope that your new assignment will be challenging as well as personally rewarding. If you have any queries, please contact HR for clarification.

Yours truly,
For OASYS CYBERNETICS PVT. LTD.



Authorized Signatory

I accept the above terms and conditions of the employment*R. Mahendras*.....

Date: *03/10/18*

R Mahendras



Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Jul 18, 2018

HR/CC/0718/334356

Mr. Narresh Raja d
8/562,Chetti thootam,
Opposite to Leshark, Arulpuram,,
Tirupur-641605

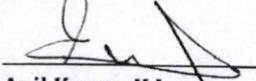
Letter of Appointment

Dear Narresh,

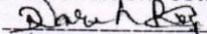
- 1.0 Appointment:** We are pleased to offer you an **Appointment** in our company as "Customer Relation Officer" The details of your entitlements and your salary are as per Annexure-II.
- 2.0 Date of Appointment:** Your effective date of Appointment will be on or before **Jul 18, 2018**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 Documentation:** You are required to furnish the following at the time of joining duty-
- 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational / professional Qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 8 (eight) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction / Paid in the current financial year; PAN Card Copy.
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment
 - 4.9 ESIC Number of previous employment
 - 4.10 Any other documents as may be required by the Company.
- 5.0 Terms and Conditions of Employment:** All the terms and conditions of your employment are attached here with as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.
- Those working on part time employment:
- 5.1 A workday shall comprise of 4:30 hours, including a break time of 30 minutes for lunch, dinner or tea/coffee break, as communicated from time to time.
 - 5.2 And such other applicable terms and conditions associated with that employment including receiving applicable compensation and benefits during part time.

Please sign and return a copy of this letter within 3 days of receipt as a token of your acceptance.

Yours sincerely,


Anil Kumar K L
Deputy Manager - Human Resources
Hinduja Global Solutions Limited

I have read the Appointment Letter and I fully understand and accept the terms & conditions contained herein

Signature: 
Name: NARRESH RAJA
Date: 18/07/2018

Encl: Annexure - I & II


Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumarajaya College of Technology
Coimbatore - 641 049.

PLAYINC.

Mr. Nandha Kumar. D

DATE: - August 6th, 2018

S/o Dhanapal

No 1/105 Vaguthupatti Village

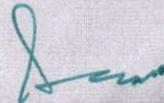
P.R.Patti Tk, Dharmapuri Dist-635302

Dear Sir,

Sub: APPOINTMENT ORDER

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment on the following terms and conditions with effect from August 6th, 2018

1. DESIGNATION : PHP Developer
2. LOCATION : PLAY INC, Annanagar Chennai-600 040
3. DEPARTMENT : IT Department
4. SALARY : 16000/- (Gross) p.m
5. Accommodation : With Accommodation
6. **PROBATION & CONFIRMATION** : You should report for duty to PLAY INC, AnnaNagar Chennai-600040. You shall be on probation for an initial period of six months, which may, at the sole discretion of the Company, be extended for a further period. On completion of your initial probationary period, the Company would, through a written intimation, either confirm you in service or extend your probationary period or terminate your services. In the absence of such written confirmation, it should not be presumed that you have been confirmed in the service simply because the initial probationary period has expired.
7. During the probationary period, the Company reserves the right to terminate your services without assigning any cause or giving any notice or compensation whatsoever.
8. After confirmation, your services may be terminated at one month's notice on either side or payment / refund of salary in lieu thereof, without assigning any reason.
9. **NOTICE PERIOD**: The notice period for: the above purpose would be three months on either side. In case of your resignation, the management reserves the right to waive or 'reduce the notice period. In such case, you will be relieved at the discretion of the management and you will not be entitled to any compensation on account of such waiver or reduction of the said notice period.
10. **SALARY, GRADE & INCREMENT**: Your annual increment if any shall be considered purely based on your performance and on the recommendations of the HOD or any other authority designated in this regard by the management, from time to time.



Regd. Office No.9, Srinivasapillai Street, Egmore, Chennai, India - 600008
Corporate Office: River View Colony, Door No. AG-100/3, Plot No. 5146, 2nd Floor, Anna Nagar, Chennai - 600 040
Tel.: +91-44-43102288, E-mail: info@playgps.in, Web: www.playgps.in
Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

11. LEAVE AND OTHER BENEFITS: you will be entitled to leave and other benefits as per Company rules which are in force and / or which may be framed from time to time

12. MANDATORY OBLIGATIONS:

- a. You shall devote your full time and attention to the work assigned to you' You shall at all times obey/abide by the lawful directions and orders given to you by your superiors and shall work diligently, faithfully and efficiently' The company shall be the sole judge to determine whether the work assigned to you is suitable or not You should also attend to the work/duty allotted/assigned to you by your superiors from time to time.
- b. During your service with the company, you may receive or have access to information which may be of a commercially confidential nature You will neither divulge such information to any other person/ persons nor utilize the same for any prrp6t" other than for the business of the Company
- c. While in the service of the Company, you are prohibited from rendering services of any kind to any other individual, firm, company, or body of persons, for any consideration or otherwise and without prior written approval of the management if it is established that you have breached this condition in any form, the Company may, at its discretion, take such action against you as it deems fit.
- d. Your appointment and continuation in employment of the company will be further subject to your remaining medically fit. Tire Management will have the right to get you examined by any registered medical surgeon / Physician whose decision shall be final and binding on You.
- e. You shall be liable to be transferred to any department, office, or establishment of the Company anywhere in India
- f. You shall be responsible for the safe-keeping and return in good condition and order of the company's property which may be in your possession, use, custody, or charge.
- g. You shall keep the company informed of any change in your residential address.
- h. You shall abide by the Rules and Regulations of the company which are in force and/ or which may be framed from time to time.



Dr. D. SARAVANAN, M.Tech., Ph.D.,
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Kumaraguru College of Technology
Coimbatore - 641 049.

Regd. Office No.9, Srinivasapillai Street, Egmore, Chennai, India - 600008.
Corporate Office: River View Colony, Door No. AG-100/3, Plot No. 5146, 2nd Floor, Anna Nagar, Chennai - 600 040
Tel.: +91-44-43102288, E-mail: info@playgps.in, Web: www.playgps.in

SANSRAGH ENGINEERING

1996/6, Krishna Colony, Trichy Road,
Coimbatore - 641 005

Ref.

Date :

LETTER OF OFFER

17/7/2020

To

Mr.Rajakumar Velavan
281, EB Street, Kulathupalayam,
Thondamuthur (POST)
Coimbatore - 641109

Dear Mr. Rajkumar

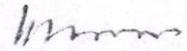
With reference to the interview you had with Mr.Jay and Mr.Raj of M/s Sankhya Solutions, we SansRagh Engineering (Indian operations of Sankhya Solutions) are pleased to inform you that you are selected for the position of SOFTWARE TESTING ENGINEER.

Terms of Offer as Follows

1. Salary and benefits applicable to you will be 3.5 Lakhs/Year (Three Lakhs and Fifty Thousands Only)
2. You are eligible for 15 days of Casual leave apart from declared holidays
3. Three months notice period should be given either side(Company or Employee) in case of termination / discharge or resignation
4. You shall abide the rules and regulations of the company and will look after the interest of the company

Please confirm your acceptance with date of Joining

For Sans Ragh Engineering



K.Janardhanan



Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Ref: LD/MPR/Mar'18/214

15 Mar 2018

Dear Saravanamoorthy S,

Congratulations!

We are pleased to extend an offer of appointment to you in our Organization as **Visual Designer**. Your place of posting will be at our Bangalore office. Please refer Annexure - A for Salary Structure definition. In addition to the above you will be entitled to the Gratuity benefits as per Company policy.

Your employment with us will be governed by our standard terms and conditions as explained and accepted by you. You will also be governed by the rules and regulations in vogue and those that may change from time to time. Your appointment will be governed by the terms and conditions of employment as mentioned in appointment letter which will be given to you on date on joining. Your compensation details are strictly confidential and you may discuss it only with the undersigned or your Reporting Manager for any clarification.

You are requested to join on **02 Apr 2018**. The terms and conditions of your appointment shall be effective from your date of joining. This offer is valid for your acceptance till **16 Mar 2018** and please indicate your acceptance of this offer of employment and the said terms & conditions by signing and returning the duplicate copy of this letter upon receipt of the letter or send us a mail confirming your acceptance.

Your appointment is subject to your being found medically fit. The Management has the right to get you medically examined by any Certified Medical Practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job. In the event of resignation by the employee, the employee must serve out his/her minimum notice period of 3 months (three months) from the date of resignation.

At the time of joining, you should submit proof of:

- Relieving letter from your previous employer and last drawn pay slip.
- Photocopy of your passport, certificates/mark sheets in support of your educational qualifications.
- Five Passport size color photograph.

We believe this offer represents the beginning of an exciting and satisfying career at Lyca Digital and we will work together in building a world-class organization.

Wishing you the very best.

Warm Regards
Human Resource

Attachments - Annexure A

LYCA DIGITAL PRIVATE LIMITED

Registered Office: New #5, Old #2, 9th Avenue, Ashok Nagar, Chennai - 600 083. India
Block 6, GKS Tech Park, Level 3&4, DLF IT SEZ, 1/124, Shivaji Gardens, Ramapuram, Chennai - 600 089. India
CIN No. U52500TN2015PTC102927


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Kumaraguru College of Technology
Coimbatore - 641 049.

Annexure - A

Salary Structure		
Name	Saravanamoorthy S	
Designation	Visual Designer	
Band & Level	Executive & 1	
Join on or Before	02-Apr-18	
Description	Monthly	Annual
Basic Salary	9625	115500
HRA	4813	57750
Children Education Allowance	200	2400
Special Allowance	4680	56165
Conveyance Allowance	1600	19200
Medical Expense Reimbursement	1250	15000
*Skill Allowance	4375	52500
LTA	802	9625
Medical Insurance - Premium		8000
Company's contribution to PF		13860
Annual Base Salary /Fixed CTC	27345	350000
Annual Compensation (CTC)		350000
Skill allowance is paid towards your special domain expertise. This amount shall be refundable by you in the event that you seek separation from the company during the first year commencing from your date of joining.		

LYCA DIGITAL PRIVATE LIMITED

Registered Office: New #5, Old #2, 9th Avenue, Ashok Nagar, Chennai - 600 083. India
 Block 6, GKS Tech Park, Level 3&4, DLF IT SEZ, 1/124, Shivaji Gardens, Ramapuram, Chennai - 600 089. India
 CIN No. U52500TN2015PTC102927



Dr. D. SARAVANAN, M.Tech., Ph.D.,
 PRINCIPAL
 Kumaraguru College of Technology
 Coimbatore - 641 049.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5168830/897553,

11/10/2021,
Saravanakumar Natarajan.

60/1 VOC STREET MUTHUTHEVER COLONY VIRATTIPATHU 6201
MADURAI, Tamil Nadu
India.

Confidential

Dear Saravanakumar Natarajan,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 11/12/2021 (or such other date as may be communicated to you by the Company), as per details given below

- A) Your current designation will be **Consultant/B2**.
- B) You will be required to work at the Company's offices in **Chennai-PCT**.
- C) You have to report by 8:30 am at **Chennai-PCT** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
Capgemini Technology Services India Limited, Prestige Cyber Towers , 9th Floor
#117, Rajiv Gandhi Salai Karapakkam, Chennai-600097

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 1,000,010.00 (Rupees Ten Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:


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Kumaraguru College of Technology
Coimbatore - 641 049.

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Consultant

Total Cost to Company (CTC).

Rs.1,000,010.00

Monthly Components	Per Month	Annualized
Basic	Rs.28,939.00	Rs.347,268.00
House Rent Allowance	Rs.17,363.00	Rs.208,356.00
Other Allowances and Reimbursements - 1 #	Rs.19,810.00	Rs.237,720.00
Other Allowances and Reimbursements - 2 +	Rs.11,707.00	Rs.140,484.00
Gross monthly salary	Rs.77,819.00	Rs.933,828.00
Statutory payments ++		
Capgemini's contribution to PF *	Rs.3,473.00	Rs.41,676.00
Gratuity (accrual only)		Rs.16,704.00
Total Fixed Compensation		Rs.992,208.00
Total Cash Compensation		Rs.992,208.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Total Cost to Company		Rs. 1,000,010.00

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements - 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	36,000.00
Books and Journals	36,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,600.00



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+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	39,600.00

Note:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law.
The Benefits (Accidental & Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.
- # All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.
- + This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.



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E.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment and consequent changes to the statutory deductions from your salary, if any.

F.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

G.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

H.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

I.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:

- a.) You will submit relevant documents as mandated by the Company.
- b.) You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.
- c.) You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty-five (45) days of joining the Company.
- d.) You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
- e.) You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company
- f.) You provide two satisfactory references, one being from your most recent employer(s) (prior to joining Capgemini).
- g.) Your background verification check (including residential address(es), academics & professional Degree/Diploma & Certifications, previous employment(s), criminal background etc. as applicable) conducted by the Company is cleared; and
- h.) You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.

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2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise failed to disclose any information about your past employment, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

J.) Your employment with the Company will also be governed by the 'Terms and Conditions of Employment' contained in Exhibit 1 attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Anil Kumar Singh

Head - Talent Acquisition & Resourcing

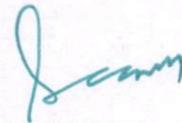
Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter "Letter") and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Saravanakumar Natarajan

Date: 11/10/2021



Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

22nd February 2019

TO WHOM IT MAY CONCERN

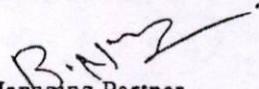
This is to certify that Mr. G. Dinesh Babu , was working at OPUS SPARK, as Business Analyst during the period from 06th June 2017 to 19th February 2019.

During the period of his assignment, we found him sincere, hardworking and his services were found to be good and satisfactory.

We wish him all the Best in his future endeavors.

For OPUS SPARK,

For OPUSSPARK



Managing Partner

Yours Sincerely,
(HR Manager)



Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.



September 23, 2020

Anand Karthikeyan

Email- jaiganeshanand@gmail.com

Dear Mr Anand Karthikeyan,

We would like to extend an offer of employment as **UI Designer**, at Terralogic Software Solutions Private Limited, which is located at #15, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034.

Attached, please find an Employment Agreement that will explain the basic details of your employment.

We are very excited about the possibility of you joining us and look forward to a productive and mutually beneficial working relationship. Please let us know if we can answer any questions for you about any of the matters outlined in the Employment Agreement.

Best Regards,

Darshika C
HR Executive

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Terralogic Software Solutions Private Limited

Reg. Office: #15, 2nd Floor, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034. Tel: 080 41605111
CIN: U72200KA2008PTC045010. Email: info@terralogic.com Website: <http://www.terralogic.com>



EMPLOYMENT AGREEMENT
Private and Confidential

Terralogic Software Solutions Private Limited, a company incorporated under the companies act, 1956 and having its registered office at #15, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore 560034, hereinafter referred to as the "**Company**";

and

Anand Karthikeyan hereinafter referred to as the "**Employee**".

IT IS HEREBY AGREED AS FOLLOWS:

COMMENCEMENT OF EMPLOYMENT

1. The Employee is employed by the Company in the function of **UI Designer**.
2. The Employee shall perform any such duties as are incidental or implied and consistent with the background, training and qualifications or may be reasonably delegated as being in the best interest of the Company.
3. The position of the Employee will be probationary from the commencement date of this Agreement until the expiration of a period of three (3) months.
4. The Employee will report to the Creative Director of Terralogic Software Solutions Pvt. Ltd, Rajesh Vasanth.
5. The Employee is not allowed to undertake other activities, except with prior written consent of the Company, and whether or not the Employee receives financial compensation for these activities.

REMUNERATION

1. Salary (CTC): The Employee shall receive a starting annual compensation package on a Cost to Company basis of **Rs 7,20,000 (Seven Lakh Twenty Thousand)** per annum). This amount will include basic salary, taxable and non-taxable allowances, benefits, perquisites, and other statutory payments. The Compensation Package will be subject to the usual deductions for tax and social security contribution normally to be withheld by an employer in India.

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL



HOURS OF WORK

1. The employee will be required to work, from Monday to Friday, for such hours as are necessary to suit the Company's clients' requirements and for proper discharge of the Employee's duties.
2. The Company does not maintain set daily hours of work, but the Employee is expected to work not less than forty (40) hours of each week, and if necessary, for additional hours as might be required for performing the employee's duties competently and to meet the Company's requirements.
3. The Employee may also be required to attend duties on Public holidays as per the exigencies of work.

PLACE OF WORK

1. The Company may, after giving the Employee reasonable notice, transfer or assign the Employee's services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.
2. The Company may also depute the Employee to work or assign the Employee's services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement. The Employee may also be required on a temporary basis to work at any client premises based in India or overseas.

HOLIDAYS

1. You will be eligible to the leaves and holidays in accordance with the policy of the Company as may be declared from time to time. You will be entitled to 12 accrued paid days of personal time off (PTO), and 8 days of sick leave. In addition to the PTO, you will also receive 10 days of paid government holidays, according to our holiday list.

RULES AND REGULATIONS

1. The Employee shall, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and other such practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
2. The Employee shall be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.



CONFIDENTIALITY AND INVENTIONS

1. The Employee shall sign a Confidentiality and Intellectual Property Agreement with the Company prior to start date. In case of any breach or default by the Employee under the Confidentiality and Intellectual Property Agreement, this Agreement may be terminated by the Company with immediate effect.
2. The Company considers the protection of its confidential information and proprietary materials to be very important. You will have a duty and obligation to scrupulously observe the ethical code of fullest confidentiality and shall not reveal any confidential information, which you would come across in the course of your employment, during the tenure of your employment or any time thereafter. Any invention, improvement or designs conceived by you while in our employment which is within the existing or contemplated scope of the business of the Company shall become the Company's exclusive property for all countries. For purposes of this section and expression "The Company" shall in addition to Terralogic Software Solutions Pvt. Ltd. will include any firm, person or Company subsidiary to or affiliate with the Company.

TERMINATION OF EMPLOYMENT

1. This Agreement may be terminated by employee by providing ninety days prior written notice to the company.
2. Company can terminate this agreement at any point of time if the performance of the employee doesn't meet company expectations.
3. In the event of termination of this Agreement, the employment of the Employee with the Company will cease and the provisions of the Agreement (other than the provisions of Confidentiality and Inventions Agreement) shall not have any further effect. On termination, the Company shall not have any further liability to the Employee other than for remuneration, allowances and perquisites, which have accrued prior to the effective date of termination of employment.
4. In the event that Employee decides to leave the Company's employment within the first year of employment, Employee agrees to reimburse Company for expenses incurred by Company in training Employee for position, any bonuses and relocation expenses received.
5. This Agreement may be terminated by the Company without notice or payment in lieu of notice if it has reasonable grounds to believe that the Employee is guilty of misconduct or negligence, or has committed any breach of this agreement. Termination of the Agreement under this sub-paragraph would be without prejudice to:
 - a. The Company's right to claim the actual damages it has suffered through this breach and
 - b. Any other relief to which the Company may be entitled under contract, law or equity.
6. Misconduct will include without limitation:
 - a. Absence from service without prior notice in writing or without sufficient cause for seven days or more;
 - b. Going on or abetting a strike in contravention of any law;
 - c. Causing damage to the property of the Company

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL

Terralogic Software Solutions Private Limited

Reg. Office: #15, 2nd Floor, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore - 560034. Tel: 080 41605111
CIN: U72200KA2008PTC045010. Email: info@terralogic.com Website: <http://www.terralogic.com>

Kumaraguru College of Technology
Coimbatore - 641 049.



ENTIRE AGREEMENT

This letter agreement supersedes and replaces any prior agreements, representation and understanding, whether written, oral or implied, between you and the Company.

We hope that you will accept our offer to join Terralogic Software Solutions Private Limited. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of these letter agreements, and returning them to the Company. By signing this letter agreement, you confirm to Terralogic Software Solutions Private Limited that you have no contractual commitments or other legal obligation that would prohibit you from performing your duties for Terralogic Software Solutions Private Limited. The offer if not accepted, will expire at the close of business on **24 September, 2020**.

GOVERNING LAW

This Agreement is governed by and in accordance with the laws of India.

I, **Anand Karthikeyan**, have read and understood the above, and accept the appointment upon the terms and conditions as outlined above for my position at Terralogic Software Solutions Pvt. Ltd. I will be joining on or before _____

Signature : _____ Name: _____

Date : _____

For Terralogic Software Solutions Private Limited:

Darshika C
HR Executive
Date: 23-09-2020

Dr. D. SARAVANAN, M.Tech.,Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Terralogic Software Solutions Private Limited

Reg. Office: #15, 2nd Floor, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034. Tel: 080 41605111
CIN: U72200KA2008PTC045010. Email: info@terralogic.com Website: <http://www.terralogic.com>



NENGU TECH LIMITED

OFFER LETTER

Document Details

Company Name	NENGU TECH LIMITED
CEO	Giorno Tientcheu
Office Location	320 Decker Dr Irving TX 75062

Approval Sign Off

Prepared By	Position/Title	Checked By	Position/Title	Approved By	Position/Title
Manivannan	Marketing Manager	Usha Puttaswamy	Sr. HR MANAGER	Giorno Tientcheu	CEO

Revision History

Rev	Amendment	Prepared by	Date
A	Document Creation	Usha Puttaswamy	03-04-2021


Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Dear Anguraj,

Date:03/12/2021

With reference to the discussions that we had with you, we are pleased to appoint you as **Social Media Executive** NENGU TECH, LLC. Your Annual Fixed Compensation (CTC) will be Rs2,87,264 INR (**Two Lakh Eighty-Seven Thousand Two Hundred N Sixty-Four Rupees**) per annum The breakup of CTC is presented in **Annexure –A**.Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**.You will also be governed by the rules and regulations in vogue and those that may change from time to time. At the time of formally resigning from services, you shall have to serve the notice period of 30 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your HR.

We request you to join us on **6th December 2021**. At the time of joining, please submit the following documents: 1. Photocopy of your passport, certificates, and mark sheets in support of your educational qualifications. 2. Relieving letter from all your previous employer and last drawn pay slip, if applicable. 3. Two passport size colour photographs. Please note that this appointment is subject to satisfactory professional reference checks. We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, sign this offer as your acceptance and forward the same to us.

For NENGU TECH, LLC.

Cyril Nambangi _____
COO -Director

Manivannan Shivkumar _____
Marketing Manager

Usha Puttaswamy _____
SR HR Manager

I accept the offer on the terms and conditions and shall report to work on **06-12-2021**

Signature: 

Name: Anguraj

Date: 12 / 06 / 2021


Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Annexure A

Name: Anguraj
Position: Social Media Executive

Compensation Structure

Amount in INR

	Per Annum	Per Month
Base Salary	149377	12448
HRA	46306	3858
Conveyance	13892	1157
LTA	28381	2365
Medical Reimbursement	13443	1120
Special Allowance	35865	2991
Cost to Company (CTC)	2,87,264	23939

Annexure C

Terms and Conditions of Employment: You shall be governed by the following terms and Conditions of Service during your employment with **NENGU TECH, LLC** (hereafter referred to as the "Company"), and those that may be amended from time to time.

Statement of facts:

The Company has made the offer of employment on the basis of the Bonafede statements and facts provided by you in your application form for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to terminate your services.

Duties:

- A. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the Company in letter and spirit.
- B. During working hours, you shall entirely devote your time, attention, and abilities to the business of the Company.
- C. You shall not, without the company's prior written consent, be in any way directly or indirectly engaged in concerned with any other business or employment during or outside your hours


Dr. D. SARAVANAN, M.Tech., Ph.D.
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Coimbatore - 641 049.

of work in the company. You shall, however, undertake honorary work of social or charitable nature, literary, artistic, or scientific character only with the express permission from the competent authority.

- D. During your employment, you shall not directly or indirectly engage in any conduct adverse to the best interests of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Place of work:

- A. The Company reserves the right to transfer you on a temporary or permanent basis to the other job functions or departments within the Company and assign such other duties as may be deemed fit in the interest of the Company.
- B. You shall comply with the Company's rules relating to relocation to or from a location.

Hours of work:

- A. The working day shall comprise eight working hours and a break for an hour. Though the normal working hours are between 09.00 a.m. US EST and 06.00 p.m. US EST from Monday through Friday, you may be required to work on a shift basis that comprises eight working hours and a break for an hour. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which you will be notified in advance.

Anguraj N

[Signature]

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.



EZIO
SOLUTIONS [P] LTD
REVEAL YOUR BRAND'S VOICE

www.eziosolutions.com 

+91 7530093682 

APPOINTMENT LETTER

Santhoshi Sivaprakash

Manager - Operations & Support

Ezio Solutions Private Limited

#33/ 1, Kathir Avenue, Aandal Street,

Coimbatore-04

GSTIN - 33AAFCE6517QIZ9

Dear **Mr.Dinesh M**

We take great pleasure inviting you to join the family of **Ezio Solutions [P] Limited**. Your terms of employment would be as follows:

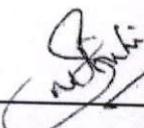
Designation: Digital Marketing Specialist

Monthly CTC: 30,000 INR

Date of Employment: July 19th, 2021

- 1. REPORTING:** You will be reporting to **Mrs. Santhoshi Sivaprakash, Manager | Operations & Support** or a person nominated by her.
- 2. PROBATION:** You will be on probation for a period of 3 (three) months from the day of joining duty, on satisfactory completion your appointment will be confirmed by default. If, however, the management is not satisfied with your work or conduct, your probation is liable to extend for a period of maximum 6 (six) months.
- 3. HOURS OF WORK AND LEAVE:** The present working hours are 9:00 a.m. to 6:00 p.m. including 1 hour of break, which may undergo a change. Actual hours may however vary depending on the nature of your work and the work contingencies. You will be entitled with One Casual Leave. Should you need any clarifications on the specific working hours you may consult your immediate superior and or HR representative.
- 4. GENERAL:** You will be required to adhere to the disciplinary requirements of the company.

We welcome you to our company and look forward to having a mutually beneficial association.



(Santhoshi Sivaprakash)

Manager | Operations & Support


Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

ANNEXURE

Salary Sheet

Name: Dinesh M

Designation: Digital Marketing Specialist

COMPENSATION STRUCTURE	INR (per month)	INR (per annum)
Basic Pay	12623	151470
HRA	6311	75735
Conveyance	1600	19200
Medical	1250	15000
Special Allowance	6266	75195
Gross Salary	28,050	3,36,600
Employee Provident Fund	1800	21600
ESI	-	-
Professional Tax	208	2,500
Net Salary	26,042	3,12,504
Employer Provident Fund	1950	23400
ESI	-	-
Total CTC	30,000	3,60,000



(Santhoshi Sivaprakash)
Manager | Operations & Support


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PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

A brief explanation of components mentioned in Total Fixed Salary break-up is given below.

i) Basic Salary: You will receive a basic salary equal to 40% of your Total Fixed Salary. It is a taxable component and will be taxed as per the Indian tax regulations.

ii) House Rent Allowance (HRA): You will receive a house rent allowance equal to 40% of your Basic Salary. The amount of HRA will be taxed as per the Indian tax regulations.

iii) Conveyance Allowance: You will be paid conveyance allowance of minimum INR 9,600 per annum.

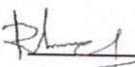
iv) Medical Allowance: You will be paid medical allowance of minimum INR 15,000 per annum.

v) Special Allowance: It is the leftover component of the salary, after allocations are divided into basic, transport allowance, HRA and so forth.

vi) Adhoc Allowance: The allowances which are unplanned and given when necessity is felt; are called ad-hoc allowances. These are taxable.

I have read and understood the aforesaid terms and conditions and accept the terms stated.

Accepted by:

Signature  _____

Date: Jul 26, 2021



(Santhoshi Sivaprakash)
Manager | Operations & Support




Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Date:11-01-2020

Welcome Note

Dear **Ms. Mohanapriya Eswaramoorthi**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

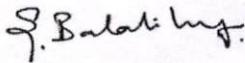
To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC



Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Date: 11-01-2020

To,
Ms. Mohanapriya Eswaramoorthi,
Empcode -1425320

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Tele Calling Executive - Sales--E, for a fixed period of employment, on the following terms and conditions:

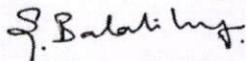
1. Your contract of employment shall be valid for a period of 1 year from 14-01-2020 to 13-01-2021. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time.
6. You will be covered under a Medical Insurance upto 75000 per annum and Group Accident Insurance Scheme of 200000 & Group Terms Life Insurance of 0. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy,during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at SBI Cards & Payment Services Private Limited. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 7 days notice in writing or salary in lieu of notice, to the other.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC



Dr. D. SARAVANAN, M.Tech.,Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.



BPO Integra india pvt Ltd

Sub: Letter of Appointment

Dear Mr. Naveen Tamilarasu

With reference to your job application at our concern and as per the subsequent interview you had with us, we are pleased to offer you the post of "**Software Developer**" at BPO Integra India Private Limited, Coimbatore on the following terms and conditions:

Your appointment will commence from 09-September-2020 and your remuneration and entitlements shall be as follows,

COMPONENTS		ANNUAL	MONTHLY
Basic		1,08,000	9,000
DA		42,000	3,500
HRA		46,800	3,900
Other Allowances		1,21,620	10,135
Gross salary		3,18,420	26,535
Take Home		3,05,580	25,465
Benefits	Provident Fund	12,840	1070
	ESI	-	-
Cost to company		3,31,260	27,605

* ESI & PF is eligible after you start working from Office.

Your place of posting will be currently at **No.1, Palsun Towers, 1st St, Sivananda Colony, Tatabad, Coimbatore, 641012. You will be liable to work in shifts.**

1. You will initially be on probation for a period of Six months. During the probation period, your performance and other antecedents will be thoroughly assessed/evaluated by your superiors, and only on satisfactory completion of your initial/ extended probationary period, you will be confirmed in the regular services of the company on such terms and conditions as decided by the company.
2. On completion of your probationary period (salary cycle based) you are entitled for one day Casual Leave (CL) per month. If CL is not used, it gets carry forwarded up to period of 6 months and days upto maximum 3 in a month, Cycle will be from January to June & July to December. Unutilized CL's can be encashed in the month of January and July. Your eligibility starts from 01-March-2021.
3. On completion of your first anniversary (salary cycle based) you are entitled for Sick Leave (SL) of 10 days yearly. Your eligibility starts from 01-October-2021. SL can be carry forwarded once you complete 5th anniversary upto maximum of 6 days.
4. Leave shall be taken only with prior permission and approval. If you are absent from work without permission, there will be deduction in your fixed pay. Only In exceptional circumstances, your leaves will be approved.
5. You will be bound to work in shift that is allocated to you at the time of interview.
6. You will work for standard 8hrs of production. Your attendance will be tracked through Handdy software.

CIN : U72200TZ2006PTC013022, GSTIN :
33AADCB2075L1ZR

428/3, 1st Floor, Kanapathy Towers,
Opp. BSNL Exchange, Sathy Road,
Ganapathy, Coimbatore - 641 006.
Phone: +91 422 4328555, 4379555

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PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.



virtusa

January 31, 2020

Mr. SaravanaKumar M
17 D, VOC Nagar
Dindugal
Tamilnadu
India

Dear SaravanaKumar M.

Thank you for your keen interest in Virtusa Consulting Services Pvt. Ltd. (Unit - I), India ("Virtusa"). Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : **Associate Consultant-Technology**
2. Tier : **Tier 3**

Your date of joining would be **February 5, 2020**.

You will be based at Virtusa's **IN CHE DLF** office. You will be on probation from your date of joining for a period of six months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be **Rs.620,000.00/- per annum** as per **Annexure-I**.

A summary explanation of the Benefits and the Basket of Allowances that can be chosen by you is attached herein. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

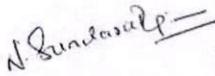
Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **February 5, 2020**.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt. Ltd. (Unit - I), India,

I hereby accept employment on the terms set forth
in this Letter as of this _____ day of _____



Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

SaravanaKumar M

ANNEXURE-I

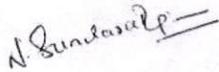
COMPENSATION & BENEFITS STRUCTURE		
NAME : SaravanaKumar M		
DESIGNATION : Associate Consultant-Technology		
TIER : Tier 3		
	Per Month (in ₹)	Per Annum (in ₹)
Base Components (A)		
Basic	15,500.00	186,000.00
HRA	7,750.00	93,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	833.00	10,000.00
Phone & Internet Reimbursement	1,000.00	12,000.00
Advance Statutory Bonus**	1,500.00	18,000.00
Special Allowance	21,378.00	256,533.00
Food Reimbursement	1,100.00	13,200.00
Retirement Benefits (C)		
PF - Company's Contribution	1,860.00	22,320.00
Gratuity ***	746.00	8,947.00



Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

Cost to Company (A + B + C)	51,667.00	620,000.00
<p>* LTA Can be opted for monthly or annual payment without the tax benefit or can be claimed once in two years to avail tax benefits as per the Income Tax Act, 1961 and related regulations published by the Govt. of India.</p> <p>** Advance Statutory Bonus amounts as payable in accordance with the provisions of the Payment of Bonus Act, 1965 and related regulations published by the Govt. of India.</p> <p>*** Gratuity is contributed by the Company and is payable as per the Payment of Gratuity Act, 1972 and related regulations published by Govt. of India.</p> <p>You will be eligible to earn an annualized performance-based bonus for the Company's fiscal year (April 1, to March 31), in accordance with the applicable provisions of the Payment of Bonus Act, 1965 as amended from time to time, subject to Company performance of certain objectives and your achieving certain objectives as agreed upon in writing by you and the Company, all in accordance with the Company's bonus policy. The terms of the bonus and amount of the bonus payable upon completion of the fiscal year shall be determined and approved in the sole discretion of the Company and will be in accordance with the applicable provisions of the Payment of Bonus Act, 1965 as amended from time to time. The bonus compensation is not guaranteed, and you must be employed on the date of the bonus payment to be eligible to receive a bonus, to the extent that the Company determines that you are eligible for a payment.</p>		

for Virtusa Consulting Services Pvt. Ltd. (Unit - I), India,



Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

SaravanaKumar M

ANNEXURE-II

SUMMARY OF BENEFITS

You would be entitled for the below given benefits

Health Insurance:

The Company will insure you and a maximum of five immediate dependents for Hospitalization as per the policy for an amount of Rs.200,000/-. Details would be made available on joining.

Dependents details: Self + Spouse + 2 Dependent Children + 2 Parents or 2 Parent in-laws

Group Term Life Insurance Policy (GTL) & Group Personnel Accident Coverage (GPA):

The Company will insure you for 1 time of the CTC with a minimum Cover of INR 10 Lakhs. The Policy is applicable to associates posted in India or on Virtusa India rolls.

CTC for GTL & GPA coverage = Base Components (A) + Basket of Allowances (B)

Maternity Benefit:

The company is also committed to extending the appropriate benefits to the female employees as per the Maternity Benefit (Amendment) Act, 2017.

Marriage Gift:

All Employees getting married during their tenure at the Company are entitled to a gift voucher worth ₹ 10,000/- as a gesture of goodwill. Details would be made available on joining.

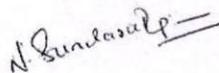
Relocation:

The Company has a relocation policy in place for candidates who join from Outstation. Relocation Expense will be reimbursed only on production of Way Bill and the Supporting Documents.

If you decide to leave the services of the Company, within one year of joining, due to any reason, you will have to repay the total expenses incurred on account of your relocation.

Please confirm with the undersigned on your eligibility for relocation.

For Virtusa Consulting Services Pvt. Ltd. (Unit - I), India,



Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

SaravanaKumar M

All Benefits are subject to revision at the discretion of Management from time to time.



Design Forum India Private Limited

Architects, Engineers & Project Management Consultants

Name : Aravind.M

Designation : Design Engineer

Employee ID No : DF049

Card Holder's Signature



■ # 36, Sundareshan Layout, Trichy Road, Coimbatore - 641 018

Ph - 0422- 2211661, 2211676. E-mail - designforumipl@gmail.com, info@dfind.com

■ # 136, Third Floor, 10th A Main Road, 1st Block Jaya nagar, Bangalore - 560 011

E-mail - designforum.bangalore@gmail.com

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

23-Feb-2017

Aarthi M

16, VANGAL, KEELASAKKARAPALAYAM, Karur, Tamil Nadu.

9443261320

Dear Aarthi,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment" effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. 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 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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 Accenture 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, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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 above 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.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- <http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

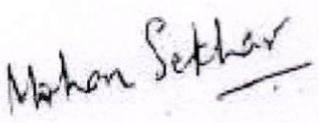
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Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 4.0 (Feb 2017)



Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

[Insert full legal name]

Candidate's Signature _____

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MAKE A DIFFERENCE.**

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23-Feb-2017

Deepak K V

26-9/3, Kajoor, Chittoor, Andhra Pradesh.

9441643203

Dear Deepak,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
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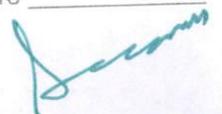
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PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

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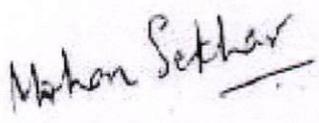
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Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 4.0 (Feb 2017)



[Insert full legal name]

2
Candidate's Signature _____
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Kumaraguru College of Technology
Coimbatore - 641 049.

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23-Feb-2017

Dharshini S

Type – II, 10/3 Camp –II, Analmin Nagar, Tuticorin, Tamilnadu.

8140413321

Dear Dharshini,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

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PRINCIPAL
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ACKNOWLEDGED AND AGREED:

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 4.0 (Feb 2017)

2

[Insert full legal name]

Candidate's Signature _____

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23-Feb-2017

Geerthana D

1/30 A, Middle street, Kuvalaikkanai (po), Sankarankovil (TK), Tirunelveli (DT), Tamilnadu.

9487466293

Dear Geerthana,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

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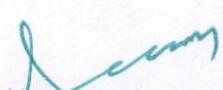
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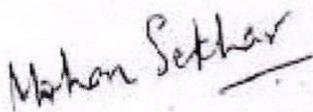
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Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 4.0 (Feb 2017)



[Insert full legal name]

Candidate's Signature _____

2
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Coimbatore - 641 049.

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23-Feb-2017

Geethanjali R

No: 11/12, Swaranapuri Extn, Ist, 15 Velampalayam, Tirupur, Tamilnadu.

8883388466

Dear Geethanjali,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

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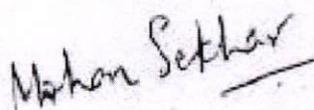
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Mohan Sekhar
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PRINCIPAL [Insert full legal name]
Kumaraguru College of Technology
Coimbatore - 641 049.
Candidate's Signature _____

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23-Feb-2017

Hemalatha R

New No: 95, Pattalamman Kovil Street -2, Peelamedu, Coimbatore, Tamilnadu.

9500699744

Dear Hemalatha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

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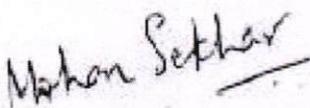
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23-Feb-2017

Jayasri M
1/18, Kanchampalayam, Pitchampalayam Pudur (po), Tirupur, Tamilnadu.

8675426618

Dear Jayasri,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

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2
Dr. D. SARAVANAN, M.Tech., Ph.D.
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

23-Feb-2017

Mahalakshmi C

128, Nataraj Devar Colony, Ramanthapuram, Olumbus, Coimbatore, Tamilnadu.

9789159970

Dear Mahalakshmi,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. 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 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Version 4.0 (Feb 2017)

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Candidate's Signature _____

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Coimbatore - 641 049.

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 Accenture 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, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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 above 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.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 42 days (forty-two days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 42 days (forty-two days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- <http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India
Version 4.0 (Feb 2017)

[Signature]
Dr. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
Kumaraguru College of Technology
Coimbatore - 641 049.

[Insert full legal name]
Candidate's Signature _____

DR. D. SARAVANAN, M.Tech., Ph.D.,
PRINCIPAL
KUMARAGURU COLLEGE OF TECHNOLOGY
COIMBATORE - 641 049

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23-Feb-2017

Manoj S B
123 – Vijalakshmi Nivash, Appachi Nagar 2nd Street, Kurikaran palayam, Moolapalayam (po),
Erode, Tamilnadu.

7598395009

Dear Manoj,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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Career level - 12

Talent Segment - Software Engineering

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Senior Managing Director
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[Insert full legal name]
Candidate's Signature _____