AALIM MUHAMMED SALEGH COLLEGE OF ENGINEERING

PLACEMENT RECORD - ACADEMIC YEAR 2018 - 2019

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2018-19	AALIYA.S	2019	BE (CSE)	M/s. Infosys Ltd44, Infosys Avenue, Electronic City, Hosur Road ,Bangalore - 560 100	3.6 Lakhs Pa
2	2018-19	ABDUL BASITH.M.M	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
3	2018-19	ABDUL KHUDUS.R.M	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
4	2018-19	ABDUL RAHMAN.J	2019	BE (CSE)	"M/s. I Trend Solutions No. 13-14 Maple Garden, Indirapriyadarsini Road, Near Indian Bank, Perumbakkam, Chennai - 600 100."	1.8 Lakhs Pa
5	2018-19	ABDUL WAJEETH.S	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
6	2018-19	AFNAN KHAN.K.A	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
7	2018-19	AFRAAUNISSA.R	2019	BE (CSE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
8	2018-19	AFRITHA.F	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
9	2018-19	AHAMED RIFAYEE.K.T	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
10	2018-19	AHAMED WASIM AKRAM.M	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
11	2018-19	AHAMED FARAAZ.V	2019	BE (CSE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
12	2018-19	AKBAR ALI.S(05.04.97)	2019	BE (CSE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
13	2018-19	AKBAR ALI.S(17.10.98)	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
14	2018-19	ANBARASI.R	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
15	2018-19	ANSILA FATHIMA.M	2019	BE (CSE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa

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16	2018-19	ARUMAI BRIGHT.V	2019	BE (CSE)	"M/s. Robert Bosch Engineering and Business Solutions (P) Ltd 123, Industrial Layout, Hosur Road, Koramangala, Bangalore - 560 095. "	5 Lakhs Pa
17	2018-19	ARUN KUMAR.G	2019	BE (CSE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
18	2018-19	ASHIF ALI.N	2019	BE (CSE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
19	2018-19	ASRA.A	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
20	2018-19	BEEMA MOHAMED FARZAAN	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
21	2018-19	FATHIMA RIGINA.S	2019	BE (CSE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
22	2018-19	FAZIL ALAUDEEN	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
23	2018-19	FEBINA FATHIMA.S	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
24	2018-19	GAYATHRI.S	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
25	2018-19	GHASID BASHA.G	2019	BE (CSE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
26	2018-19	IDROOS.N	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
27	2018-19	INDUMATHY.M	2019	BE (CSE)	M/s. Infosys Ltd44, Infosys Avenue, Electronic City, Hosur Road ,Bangalore - 560 100	3.6 Lakhs Pa
28	2018-19	ISMATH BATHOOL	2019	BE (CSE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
29	2018-19	JAGAN.P	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
30	2018-19	JAVID AKTHAR.B.J	2019	BE (CSE)	"M/s. I Trend Solutions No. 13-14 Maple Garden, Indirapriyadarsini Road, Near Indian Bank, Perumbakkam, Chennai - 600 100."	1.8 Lakhs Pa
31	2018-19	JEEVA RANI.I	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
32	2018-19	KARTHIK.G	2019	BE (CSE)	"M/s. I Trend Solutions No. 13-14 Maple Garden, Indirapriyadarsini Road, Near Indian Bank, Perumbakkam, Chennai - 600 100."	1.8 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
33	2018-19	KIRAN KUMAR.A.L	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
34	2018-19	LAVANYA.M	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
35	2018-19	MAHESH DHARMA.M	2019	BE (CSE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
36	2018-19	MOHAMED ABBAS.A	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
37	2018-19	MOHAMED IJAS.H	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
38	2018-19	MOHAMED MUSTHAFA.B	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
39	2018-19	MOHAMED RAHAMATHULLAH.I	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
40	2018-19	MOHAMED SAALIM.K	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
41	2018-19	MOHAMMED ANAS.S	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
42	2018-19	MOHAMMED MUZAMMIL.M	2019	BE (CSE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
43	2018-19	MOHAMMED PARVEEZ.H	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
44	2018-19	MOHAMMED SAYEED.K	2019	BE (CSE)	M/s. Infosys Ltd44, Infosys Avenue, Electronic City, Hosur Road ,Bangalore - 560 100	3.6 Lakhs Pa
45	2018-19	MOHAMMED TAHA.M	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
46	2018-19	MOHAMMED TANVEER.N	2019	BE (CSE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
47	2018-19	MOHAN KUMAR.E	2019	BE (CSE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
48	2018-19	NAUREEN ZAINAB.M	2019	BE (CSE)	"M/s. Mind Tree Ltd RVCE Post, Mysore Road, Bangalore - 560 059"	2.97 Lakhs Pa
49	2018-19	NAYEEM AHAMED.M	2019	BE (CSE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
50	2018-19	NAZRIN SHAMEEMA.A	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
51	2018-19	NIHEEL.P	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
52	2018-19	NISAA MEHANAZ.S	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
53	2018-19	PRAVEEN RAJ.R	2019	BE (CSE)	"M/s. Glenwood Systems LLC No. 1148, I- Block, 6th Avenue, Anna Nagar West, Chennai - 600 040."	2.7 Lakhs Pa
54	2018-19	RAISE AHAMED.M	2019	BE (CSE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
55	2018-19	RAKESH.R	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
56	2018-19	RESHMA YAMEEN.M	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
57	2018-19	RIMSHA SUMAN.S.K	2019	BE (CSE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
58	2018-19	SAJITHA PARVEEN.O.S.H	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
59	2018-19	SANDHIYA.M	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
60	2018-19	SHAIK SAQLAIN SHARIFF	2019	BE (CSE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
61	2018-19	SHAKILA BANU.R.M	2019	BE (CSE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
62	2018-19	SHINAZ BEGUM.S	2019	BE (CSE)	"M/s. Ifelse Techsmart Solutions (P) Ltd No.16/4, Salai Street, Choolai, Chennai - 600 112. "	3 Lakhs Pa
63	2018-19	SHUEBULLAH.N	2019	BE (CSE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
64	2018-19	SIRAJ NISHA.A	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
65	2018-19	SIVAKUMARAN.N	2019	BE (CSE)	M/s. Infosys Ltd44, Infosys Avenue, Electronic City, Hosur Road ,Bangalore - 560 100	3.6 Lakhs Pa
66	2018-19	SNEGA JACOB.P	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa

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67	2018-19	SONIA.R	2019	BE (CSE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
68	2018-19	SUMIYA.M	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
69	2018-19	SURENDAR.R	2019	BE (CSE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
70	2018-19	SYED NASRIN NISHA.T	2019	BE (CSE)	"M/s. Ifelse Techsmart Solutions (P) Ltd No.16/4, Salai Street, Choolai, Chennai - 600 112. "	3 Lakhs Pa
71	2018-19	THAMSUK NISMAN.N	2019	BE (CSE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
72	2018-19	UMALAKSHMI.D	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
73	2018-19	ZEBA FATHIMA	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
74	2018-19	ZUBAIR AHAMED.N	2019	BE (CSE)	"M/s. Ninja Cart 63ideas Infolabs (P) Ltd, Site No. 9, 1st C Main Road,Jakkasandra, Sarjapur Road, Bengaluru - 560 034"	3 Lakhs Pa
75	2018-19	MISBA FATHIMA	2019	BE (CSE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
76	2018-19	ABDUL WAHAB	2019	BE (CSE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
77	2018-19	SATHYA	2019	BE (CSE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
78	2018-19	AATHIRA SHAJI	2019	BTECH (IT)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
79	2018-19	ABDUL HAMEED.K	2019	BTECH (IT)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
80	2018-19	ABDUL RAZZACK.M	2019	BTECH (IT)	"M/s. Ninja Cart 63ideas Infolabs (P) Ltd, Site No. 9, 1st C Main Road,Jakkasandra, Sarjapur Road, Bengaluru - 560 034"	3 Lakhs Pa
81	2018-19	AFEERUNNISA.A	2019	BTECH (IT)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
82	2018-19	AFRINA SIDDIQUA.H	2019	BTECH (IT)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
83	2018-19	AHAMED RIZVAN.A	2019	BTECH (IT)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa

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84	2018-19	ASIYA.M.K	2019	BTECH (IT)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
85	2018-19	ASRAF ALI.H	2019	BTECH (IT)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
86	2018-19	ELAVARASAN.P.S	2019	BTECH (IT)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
87	2018-19	IJAZ AHMED	2019	BTECH (IT)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
88	2018-19	MOHAMED SAMEEM.M	2019	BTECH (IT)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
89	2018-19	MOHAMED SHAMEER.T	2019	BTECH (IT)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
90	2018-19	MOHAMMED AJMAL KHAN.J	2019	BTECH (IT)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
91	2018-19	MOHAMMED NAQHID.C	2019	BTECH (IT)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
92	2018-19	MOHAMMED TAHA.N	2019	BTECH (IT)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
93	2018-19	NASREEN FATHIMA.N	2019	BTECH (IT)	"M/s. Ifelse Techsmart Solutions (P) Ltd No.16/4, Salai Street, Choolai, Chennai - 600 112. "	3 Lakhs Pa
94	2018-19	NAVIN KUMAR.K	2019	BTECH (IT)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
95	2018-19	PREETHI.K.P	2019	BTECH (IT)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
96	2018-19	SHABAZ KHAN.Y	2019	BTECH (IT)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
97	2018-19	SHAHUL HAMEED.N	2019	BTECH (IT)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
98	2018-19	M.SHIRIN FATHIMA	2019	BTECH (IT)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
99	2018-19	SYEDAMMAL.I	2019	BTECH (IT)	"M/s. Inofdesign No. 44/C-20, 16th Avenue, Ashok Nagar, Chennai - 600 083. "	2 Lakhs Pa
100	2018-19	VIGNESH.G	2019	BTECH (IT)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa

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101	2018-19	ZAINUL ARIFEEN J	2019	BTECH (IT)	"M/s. Ninja Cart 63ideas Infolabs (P) Ltd, Site No. 9, 1st C Main Road,Jakkasandra, Sarjapur Road, Bengaluru - 560 034"	3 Lakhs Pa
102	2018-19	ASWIN KUMAR S	2019	BTECH (IT)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
103	2018-19	AAKIFAH JABEEN	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
104	2018-19	ABDUL BARI N	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
105	2018-19	ABDUL KADAR M	2019	BE (ECE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
106	2018-19	ABDUL KALAM AZAD J H	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
107	2018-19	ABDUL RAHIM R	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
108	2018-19	ABIVANDHNA B S	2019	BE (ECE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
109	2018-19	AFRIDI V S	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
110	2018-19	AHAMED RASIM H	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
111	2018-19	AHAMED RASMI Z	2019	BE (ECE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
112	2018-19	AJITHKUMAR M	2019	BE (ECE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
113	2018-19	ALFIA FATHIMA D	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
114	2018-19	ALIYA SHEERIN KM	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
115	2018-19	ANBUARASU E	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
116	2018-19	ASLAM FARHAN M	2019	BE (ECE)	"M/s. Ninja Cart 63ideas Infolabs (P) Ltd, Site No. 9, 1st C Main Road,Jakkasandra, Sarjapur Road, Bengaluru - 560 034"	3 Lakhs Pa

PRINCIPAL
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COLLEGE OF ENGINEERING

S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
117	2018-19	ATHIF AHAMED J	2019	BE (ECE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
118	2018-19	BALAJI P	2019	BE (ECE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
119	2018-19	BALA MURUGAN G	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
120	2018-19	BALU ROBINSON V	2019	BE (ECE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
121	2018-19	FAHIM MALIM F	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
122	2018-19	FAIZAL HASAN S	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
123	2018-19	FAIZAN AHMED O	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
124	2018-19	FARHANA SHAHIN E	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
125	2018-19	FATHIMA BEEVI M	2019	BE (ECE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
126	2018-19	FAYAZ KHAN F M	2019	BE (ECE)	"M/s. Ifelse Techsmart Solutions (P) Ltd No.16/4, Salai Street, Choolai, Chennai - 600 112. "	3 Lakhs Pa
127	2018-19	GEETHALAKSHMI V	2019	BE (ECE)	"M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084"	1.8 Lakhs Pa
128	2018-19	GULNAAZ FATHIMA J	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
129	2018-19	HAFIZUL RAHMAN R	2019	BE (ECE)	"M/s. Ifelse Techsmart Solutions (P) Ltd No.16/4, Salai Street, Choolai, Chennai - 600 112. "	3 Lakhs Pa
130	2018-19	HAJIRA BEGUM M S	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
131	2018-19	HAJIRA FATHIMA AJ	2019	BE (ECE)	"M/s. Glenwood Systems LLC No. 1148, I- Block, 6th Avenue, Anna Nagar West, Chennai - 600 040."	2.7 Lakhs Pa
132	2018-19	HAMEEDA BANU I	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
133	2018-19	HAMEED NILAM A	2019	BE (ECE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa

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COLLEGE OF ENGINEERING

S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
134	2018-19	HAMEEDULLAH M	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
135	2018-19	HUSNARA BEGUM S	2019	BE (ECE)	"M/s. Intech Systems Chennai (P) Ltd S-2, Guindy Industrial Estate, Chennai - 600 032"	2.06 Lakhs Pa
136	2018-19	ILAMPARITHI R V	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
137	2018-19	ISHRATH JABEEN I	2019	BE (ECE)	M/s. Infosys Ltd44, Infosys Avenue, Electronic City, Hosur Road ,Bangalore - 560 100	3.6 Lakhs Pa
138	2018-19	JAINUL AFRATH M	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
139	2018-19	JANANI V	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
140	2018-19	JEBIMA JACQUILINE J S	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
141	2018-19	JENIFER A	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
142	2018-19	KALAISELVI V	2019	BE (ECE)	"M/s. Hexaware Technologies Ltd No. 152, Millinium Business Park, Sector -111, A Block, TTC Industrial Area, Mahape, Navi, Mumbai - 400 0710 "	3 Lakhs Pa
143	2018-19	KAVIKARAN V	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
144	2018-19	KURAISHA SHABANA. P.A	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
145	2018-19	MADHUBALA S	2019	BE (ECE)	"M/s. Cognizant Technology Solutions India (P) Ltd 115/535, Old Mahabalipuram, Okkaim, Thoraipakkam, Chennai - 600 097."	3.38 Lakhs Pa
146	2018-19	MANIKANDAN R	2019	BE (ECE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
147	2018-19	MD AFFAN C	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
148	2018-19	MD ARSHATH KHAN K.A	2019	BE (ECE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
149	2018-19	MOHAMED EJAZ M	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
150	2018-19	MOHAMED ELIYAS S	2019	BE (ECE)	"M/s. Intech Systems Chennai (P) Ltd S-2, Guindy Industrial Estate, Chennai - 600 032"	2.06 Lakhs Pa
151	2018-19	MOHAMED JAFFER S.M	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
152	2018-19	MOHAMED MUJAMMIL M	2019	BE (ECE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa

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AALIM MUHAMMED SALEGH
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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
153	2018-19	MOHAMED NAINAR ZUBAIR M A	2019	BE (ECE)	"M/s. Cognizant Technology Solutions India (P) Ltd 115/535, Old Mahabalipuram, Okkaim, Thoraipakkam, Chennai - 600 097."	3.38 Lakhs Pa
154	2018-19	MOHAMED RASIF M	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
155	2018-19	MOHAMMED ANAS S	2019	BE (ECE)	"M/s. Ninja Cart 63ideas Infolabs (P) Ltd, Site No. 9, 1st C Main Road,Jakkasandra, Sarjapur Road, Bengaluru - 560 034"	3 Lakhs Pa
156	2018-19	MOHAMMED FAZUL RAHMAN B	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
157	2018-19	MOHAMMED IBRAHIM A H	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
158	2018-19	MOHAMMED JUNAID	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
159	2018-19	MOHAMMED RAZEEN S M	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
160	2018-19	MOHAMMED USAMA NADEEM I	2019	BE (ECE)	"M/s. Ninja Cart 63ideas Infolabs (P) Ltd, Site No. 9, 1st C Main Road,Jakkasandra, Sarjapur Road, Bengaluru - 560 034"	3 Lakhs Pa
161	2018-19	MOHAMMED YASHEER M	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
162	2018-19	MOOKAMBIGAI S	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
163	2018-19	NAGARAJ R	2019	BE (ECE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
164	2018-19	NASEEMA PARVEEN K	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
165	2018-19	NAVEETH MOHAMED M B	2019	BE (ECE)	"M/s. Intech Systems Chennai (P) Ltd S-2, Guindy Industrial Estate, Chennai - 600 032"	2.06 Lakhs Pa
166	2018-19	PAVITHRA M	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
167	2018-19	PREETHIGA E	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
168	2018-19	RAGHAVAKUMAR G	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
169	2018-19	RAJESH R	2019	BE (ECE)	"M/s. Ninja Cart 63ideas Infolabs (P) Ltd, Site No. 9, 1st C Main Road,Jakkasandra, Sarjapur Road, Bengaluru - 560 034"	3 Lakhs Pa

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
170	2018-19	RAJ KUMAR M	2019	BE (ECE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
171	2018-19	ROJA PRIYADHARSHINI K	2019	BE (ECE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
172	2018-19	ROSHINI R	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
173	2018-19	RUKSAR M	2019	BE (ECE)	"M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059"	1.44 Lakhs Pa
174	2018-19	SADIKHA FATHIMA S	2019	BE (ECE)	M/s. Infosys Ltd44, Infosys Avenue, Electronic City, Hosur Road ,Bangalore - 560 100	3.6 Lakhs Pa
175	2018-19	SAFIQ NOOR MOHAMED V N M	2019	BE (ECE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
176	2018-19	SALMA BEGUM N	2019	BE (ECE)	"M/s. Intech Systems Chennai (P) Ltd S-2, Guindy Industrial Estate, Chennai - 600 032"	2.06 Lakhs Pa
177	2018-19	SANTHANAVIGNESH K	2019	BE (ECE)	"M/s. I Trend Solutions No. 13-14 Maple Garden, Indirapriyadarsini Road, Near Indian Bank, Perumbakkam, Chennai - 600 100."	1.8 Lakhs Pa
178	2018-19	SANTHOSH MOHANA PRAKASH T	2019	BE (ECE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
179	2018-19	SHAHIN FATHIMA M	2019	BE (ECE)	"M/s. Intech Systems Chennai (P) Ltd S-2, Guindy Industrial Estate, Chennai - 600 032"	2.06 Lakhs Pa
180	2018-19	SITHI FATHIMA S	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
181	2018-19	SUMAIYAH M	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
182	2018-19	SWATHYLAKSHMI S	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
183	2018-19	THAHIRA A	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
184	2018-19	YAAMINI R	2019	BE (ECE)	"M/s. Intech Systems Chennai (P) Ltd S-2, Guindy Industrial Estate, Chennai - 600 032"	2.06 Lakhs Pa
185	2018-19	YASHMIN A	2019	BE (ECE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
186	2018-19	YOGESH A G	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
187	2018-19	YUVARAJ J	2019	BE (ECE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
188	2018-19	HUSSAIN BEE	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
189	2018-19	MOHAMMED WAJEETH K	2019	BE (ECE)	"M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018"	2.58 Lakhs Pa
190	2018-19	MOHAIDEEN ABDUL KHADER	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
191	2018-19	SYED AJMAL HUSAN A	2019	BE (ECE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
192	2018-19	ASIFA F	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
193	2018-19	SHALINI GRACY J	2019	BE (ECE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
194	2018-19	ABDULLAH.H	2019	BE (EEE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
195	2018-19	ABDULLAH.M.I	2019	BE (EEE)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
196	2018-19	ABDUL RAHEEM.A.K	2019	BE (EEE)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
197	2018-19	ABU THAKIR.M.U	2019	BE (EEE)	"M/s. Shree Abirami Engineering Works Plot No. 56, Arunachalam Main Road, Ambal Nagar, Porur, Chennai - 600 116."	1.44 Lakhs Pa
198	2018-19	AHAMED THARICK.S	2019	BE (EEE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
199	2018-19	AMEER SUHAIL.P	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
200	2018-19	AMEERUDEEN.K	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
201	2018-19	ARAVIND KUMAR.R	2019	BE (EEE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
202	2018-19	ASWATH AHAMED.S	2019	BE (EEE)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
203	2018-19	AZARUDEEN.A	2019	BE (EEE)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
204	2018-19	BARANITHARAN.R	2019	BE (EEE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
205	2018-19	BASID RABBANI.B	2019	BE (EEE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
206	2018-19	DHANUSH KUMARAN.P	2019	BE (EEE)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
207	2018-19	DINESH.B	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
208	2018-19	HAJI MOHAMED.K	2019	BE (EEE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
209	2018-19	IRFANULLAH.J	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
210	2018-19	KARTHIK.B	2019	BE (EEE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
211	2018-19	KARTHIKEYAN.T	2019	BE (EEE)	"M/s. Shree Abirami Engineering Works Plot No. 56, Arunachalam Main Road, Ambal Nagar, Porur, Chennai - 600 116."	1.44 Lakhs Pa
212	2018-19	KHAJA OMAR FAROOQ.F	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
213	2018-19	MD SHAHBAAZ ALAM	2019	BE (EEE)	"M/s. Shree Abirami Engineering Works Plot No. 56, Arunachalam Main Road, Ambal Nagar, Porur, Chennai - 600 116."	1.44 Lakhs Pa
214	2018-19	MOHAMED ANSARI.A	2019	BE (EEE)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
215	2018-19	MOHAMED ASICK.M	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
216	2018-19	MOHAMED DHANISH.S.M	2019	BE (EEE)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
217	2018-19	MOHAMED IJAZ.M	2019	BE (EEE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
218	2018-19	MOHAMED JAKKARIYA.P.S	2019	BE (EEE)	"M/s. Lite Lab Design Consultants LLP 34, 2nd Cross Street, Lake Area, Nungambakkam, Chennai - 600 034."	1.44 Lakhs Pa
219	2018-19	MOHAMED LUKMAN.S	2019	BE (EEE)	"M/s. Lite Lab Design Consultants LLP 34, 2nd Cross Street, Lake Area, Nungambakkam, Chennai - 600 034."	1.44 Lakhs Pa
220	2018-19	MOHAMED NOORUDDEEN.M.Z	2019	BE (EEE)	"M/s. Tata Consultancy Services Ltd 415/21-24, Kumaran Nagar, Sholingnallur, Old Mahabalipuram, Chennai - 600 119"	3.36 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (in INR per annum)
221	2018-19	MOHAMMED SAAQIB ZUBAIR.A	2019	BE (EEE)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
222	2018-19	MOHAMED SHAFITH.B	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
223	2018-19	MOHAMED SUAIB.A	2019	BE (EEE)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
224	2018-19	MOHAMMED EBRAHIM.A	2019	BE (EEE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
225	2018-19	MOHAMMED MUBISH.A	2019	BE (EEE)	"M/s. Lite Lab Design Consultants LLP 34, 2nd Cross Street, Lake Area, Nungambakkam, Chennai - 600 034."	1.44 Lakhs Pa
226	2018-19	MOHIDEEN MOATAZ.Y	2019	BE (EEE)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
227	2018-19	MUHAMMED SALMAN.A.H	2019	BE (EEE)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
228	2018-19	NARENDAR.T	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
229	2018-19	NAWAS AKRAM.M	2019	BE (EEE)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
230	2018-19	NOORUL ASFAR.M	2019	BE (EEE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
231	2018-19	NOORUL ASHIQ.M.A.M	2019	BE (EEE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
232	2018-19	PRAVEEN RAJ.A	2019	BE (EEE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
233	2018-19	RIFATH AL THAMEEM.H	2019	BE (EEE)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
234	2018-19	SIBU.V	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
235	2018-19	SRINIVASAN.T	2019	BE (EEE)	"M/s. Lite Lab Design Consultants LLP 34, 2nd Cross Street, Lake Area, Nungambakkam, Chennai - 600 034."	1.44 Lakhs Pa
236	2018-19	SURESH.S	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
237	2018-19	SYED THOWSIF AHAMED.M	2019	BE (EEE)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
238	2018-19	VIGNESH.M	2019	BE (EEE)	"M/s. Lite Lab Design Consultants LLP 34, 2nd Cross Street, Lake Area, Nungambakkam, Chennai - 600 034."	1.44 Lakhs Pa
239	2018-19	YASAR ARAFATH.K	2019	BE (EEE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
240	2018-19	ABDUL RAHIM KHAN. H	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
241	2018-19	DHOWSEEP AHAMED	2019	BE (EEE)	"M/s. NSE IT LTD No. 167, Arcot Road, Vadpalani Chennai -600 024"	1.92 Lakhs Pa
242	2018-19	KARTHIKEYAN. S	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
243	2018-19	MOHAMED MUSTHAFA SHERIFF S	2019	BE (EEE)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
244	2018-19	G. MOHAMMED SALAUDIN	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
245	2018-19	S.K MUHAMMAD MUKARRAM	2019	BE (EEE)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
246	2018-19	PRABHAKARAN. V	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
247	2018-19	SYED MOHIUDDIN. M	2019	BE (EEE)	"M/s. Shree Abirami Engineering Works Plot No. 56, Arunachalam Main Road, Ambal Nagar, Porur, Chennai - 600 116."	1.44 Lakhs Pa
248	2018-19	SYED NAJMULLA . S	2019	BE (EEE)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
249	2018-19	SYED NATHEEM.M	2019	BE (EEE)	"M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045"	3 Lakhs Pa
250	2018-19	AADIL MUJTHABA SHERIF	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
251	2018-19	AFRID AHAMED K.S.	2019	BE (MECH)	"M/s. InofdesignNo. 44/C-20, 16th Avenue,Ashok Nagar, Chennai - 600 083."	2 Lakhs Pa
252	2018-19	AFRID NAWAZ .F.	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
253	2018-19	AHAMED A.	2019	BE (MECH)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
254	2018-19	AHAMED AATHEEF S	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
255	2018-19	N. AHAMED JANSEER	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
256	2018-19	A.M. AHFAAN JUBAIR	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
257	2018-19	AJMAL KHAN A.	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
258	2018-19	M.AKASH	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
259	2018-19	AKRAM ALI J	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
260	2018-19	A. ASAF MOHAMMED	2019	BE (MECH)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
261	2018-19	S. ASHOK	2019	BE (MECH)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
262	2018-19	S. ASLAM-UL-AMEEN	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
263	2018-19	R. ASWIN	2019	BE (MECH)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
264	2018-19	G. BALAKRISHNAN	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
265	2018-19	B. BARSHATH ALI	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
266	2018-19	A. BASHEER AHAMED	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
267	2018-19	BHARATH S.	2019	BE (MECH)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
268	2018-19	S. CHARLES BENNY	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
269	2018-19	DEEPAK T.	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
270	2018-19	DHINESH B	2019	BE (MECH)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
271	2018-19	G. DINESH	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
272	2018-19	DINESH KUMAR S	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
273	2018-19	FAHAD SULTHAN M	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
274	2018-19	T. GOPALAKRISHNAN	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
275	2018-19	HAMAD NABEEL	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
276	2018-19	IRFAN AHAMED .N.	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
277	2018-19	A. IYYAPPAN	2019	BE (MECH)	"M/s. Just dial Ltd No. 184-187, 3rd Floor, B Block, Temple Steps Near Little Mount Metro, Saidapet, Chennai - 600 015"	3 Lakhs Pa
278	2018-19	M. JITIN MOHAN	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
279	2018-19	M.JUNAID SHARIFF	2019	BE (MECH)	"M/s. Inofdesign No. 44/C-20, 16th Avenue, Ashok Nagar, Chennai - 600 083. "	2 Lakhs Pa
280	2018-19	V. KAMAL	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
281	2018-19	KARTHICK D	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
282	2018-19	KHALEED MOHAMED KHAN	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
283	2018-19	MAHATHIR MOHAMED N	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
284	2018-19	MANOHARAN M	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
285	2018-19	MD. MAZHARULLAH SHERIFF	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
286	2018-19	J.S. MOHAMED ABUBAKER THANIZH	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
287	2018-19	MOHAMED AFSAR	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
288	2018-19	M.MOHAMED AJMAL	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
289	2018-19	S. MOHAMED AKIL	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
290	2018-19	MOHAMMED AMMAR M.F.	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
291	2018-19	MOHAMMED ANWAR BASHA.K	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
292	2018-19	MOHAMED ARSHAD . A	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
293	2018-19	MOHAMED ASHIK .A	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
294	2018-19	MOHAMED ASLAM . A	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
295	2018-19	MOHAMED ASLAN SHA. A	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
296	2018-19	MOHAMED AZEEZ J	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
297	2018-19	MOHAMED EZAR RAHMAN . O	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
298	2018-19	MOHAMED FAISAL KS	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
299	2018-19	MOHAMED FARHAN A	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
300	2018-19	MOHAMED FAYEES M	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
301	2018-19	M.MOHAMED HASAN.M	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
302	2018-19	MOHAMED IJAZ M	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
303	2018-19	MOHAMED IRFAN A	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
304	2018-19	MOHAMED ISMAIL M	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
305	2018-19	MOHAMED MAROOF GANI J	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
306	2018-19	MOHAMED MARSATH M	2019	BE (MECH)	"M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129."	1.56 Lakhs Pa
307	2018-19	MOHAMED MUJAMAL S	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
308	2018-19	MOHAMED NAZEEM M	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
309	2018-19	MOHAMED OMAR FAIYAZ	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
310	2018-19	MOHAMED SAFI	2019	BE (MECH)	"M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069."	1.2 Lakhs Pa
311	2018-19	MOHAMED SAJID	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
312	2018-19	MOHAMED THASREEF A	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
313	2018-19	MOHAMED YASIR M	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
314	2018-19	MOHAMED YOUSUF AFZAL P.M	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
315	2018-19	MOHAMMAD SHEAD S	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
316	2018-19	MOHAMMED ADNAN A	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
317	2018-19	MOHAMMED FAHAD F	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
318	2018-19	S. MOHAMED FIZAL	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
319	2018-19	MOHAMMED HASEEB KHAN	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
320	2018-19	MOHAMMED SULAIMAAN.A	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
321	2018-19	MOHAMMED THAWFIK KHAN	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
322	2018-19	MOHAN KUMAR.AS	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
323	2018-19	NASL CHERAYAKAT	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
324	2018-19	NAVEEN C	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
325	2018-19	PRABHAKAR VASU.N	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
326	2018-19	D. PRADISH	2019	BE (MECH)	"M/s. I Trend Solutions No. 13-14 Maple Garden, Indirapriyadarsini Road, Near Indian Bank, Perumbakkam, Chennai - 600 100."	1.8 Lakhs Pa
327	2018-19	PRATHABAN.R	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
328	2018-19	K.PRAVEEN KUMAR	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
329	2018-19	R.PRAVEEN KUMAR	2019	BE (MECH)	"M/s. I Trend Solutions No. 13-14 Maple Garden, Indirapriyadarsini Road, Near Indian Bank, Perumbakkam, Chennai - 600 100."	1.8 Lakhs Pa
330	2018-19	H.RAHMAN	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
331	2018-19	C.RAJADURAI	2019	BE (MECH)	"M/s. Optimal MEP Consultants Door No. 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai - 600 032."	1.2 Lakhs Pa
332	2018-19	RAJEETH KUMAR K.C	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
333	2018-19	RAJKIRAN.R	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
334	2018-19	RAMESH S	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
335	2018-19	ROSHAN FAREED	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
336	2018-19	SADHA SIVAVARMAN.A	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
337	2018-19	H SAFAT AHAMED	2019	BE (MECH)	"M/s. I Trend Solutions No. 13-14 Maple Garden, Indirapriyadarsini Road, Near Indian Bank, Perumbakkam, Chennai - 600 100."	1.8 Lakhs Pa
338	2018-19	H.SAHUL HAMEED	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
339	2018-19	SARAVANAN S	2019	BE (MECH)	"M/s. Optimal MEP Consultants Door No. 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai - 600 032."	1.2 Lakhs Pa
340	2018-19	SATHISH KUMAR S	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
341	2018-19	SHEIK MOHAMED RAAZID P.M	2019	BE (MECH)	"M/s. I Trend Solutions No. 13-14 Maple Garden, Indirapriyadarsini Road, Near Indian Bank, Perumbakkam, Chennai - 600 100."	1.8 Lakhs Pa
342	2018-19	SUHAIL KASIM M.K	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
343	2018-19	SYED AZARUDEEN S	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
344	2018-19	SYED DARVESH ALI A	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
345	2018-19	SYED DHAANISH M	2019	BE (MECH)	"M/s. Optimal MEP Consultants Door No. 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai - 600 032."	1.2 Lakhs Pa
346	2018-19	SYED HAMEEM M	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
347	2018-19	SYED MOHAMMED THAAQIB	2019	BE (MECH)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
348	2018-19	TAMIL SELVAN.M	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
349	2018-19	TUFAIL AHAMED G	2019	BE (MECH)	"M/s. I Trend Solutions No. 13-14 Maple Garden, Indirapriyadarsini Road, Near Indian Bank, Perumbakkam, Chennai - 600 100."	1.8 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
350	2018-19	VIGNESH RAJA C	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
351	2018-19	VIJAY S	2019	BE (MECH)	"M/s. Optimal MEP Consultants Door No. 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai - 600 032."	1.2 Lakhs Pa
352	2018-19	VIJAYA DEVA D	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
353	2018-19	VISHNU KUMAR S	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
354	2018-19	YUVARAJ R	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
355	2018-19	ZAINULABIDEEN Z	2019	BE (MECH)	"M/s. Optimal MEP Consultants Door No. 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai - 600 032."	1.2 Lakhs Pa
356	2018-19	ARUNRAJ.B	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
357	2018-19	AYYAS AHAMED	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
358	2018-19	KABEER AHAMED. N	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
359	2018-19	KANNAN. M	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
360	2018-19	MOHAMED ANAS . M.K	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
361	2018-19	MOHAMMED AZARUDEEN	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
362	2018-19	MOHAMED ESHA. S	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
363	2018-19	MOHAMED HALITH. M	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
364	2018-19	MOHAMED ISMAIL. K	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
365	2018-19	MOHAMMED ASHIK. M	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
366	2018-19	NOUHMAN HAKIM. N	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
367	2018-19	RAJENDRA PRASAD. M	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
368	2018-19	SANTHOSH KUMAR. S	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
369	2018-19	SHAGUL HAMEED.Y	2019	BE (MECH)	"M/s. Leggett & Platt Automotive India (P) Ltd Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058."	1.8 Lakhs Pa
370	2018-19	SYED IMRAN. S. M	2019	BE (MECH)	"M/s. K I Mobility Solutions (P) Ltd Kochar Bliss, 8th Floor, Plot No. Super A 8 & 9, Thiru Vi Ka Industrial Estate, Chennai - 600 032"	1.8 Lakhs Pa
371	2018-19	THAMEEM AHMED. H	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
372	2018-19	NANDHAKUMAR K.L	2019	BE (MECH)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
373	2018-19	E. JEYAPRAKASH	2019	BE (MECH)	"M/s. NVH India Auto Parts (P) Ltd Plot No. B 67 & 68, Sipcot Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dist - 602 117."	1.68 Lakhs Pa
374	2018-19	ABDUL BASITH S	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
375	2018-19	ABDUL HAQ A	2019	BE (CIVIL)	"M/s. Ninja Cart 63ideas Infolabs (P) Ltd, Site No. 9, 1st C Main Road,Jakkasandra, Sarjapur Road, Bengaluru - 560 034"	3 Lakhs Pa
376	2018-19	ADITHYA P	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
377	2018-19	AFRAN JAHANGEER S	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
378	2018-19	AHAMED T	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
379	2018-19	AHAMED ANSAR S A	2019	BE (CIVIL)	"M/s. Ninja Cart 63ideas Infolabs (P) Ltd, Site No. 9, 1st C Main Road,Jakkasandra, Sarjapur Road, Bengaluru - 560 034"	3 Lakhs Pa
380	2018-19	AHMED HARIS M N	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
381	2018-19	AJIT KUMAR R	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
382	2018-19	ALAMEEN S	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
383	2018-19	ARUL PANDI K	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
384	2018-19	ARUN PANDI K	2019	BE (CIVIL)	"M/s. Ninja Cart 63ideas Infolabs (P) Ltd, Site No. 9, 1st C Main Road,Jakkasandra, Sarjapur Road, Bengaluru - 560 034"	3 Lakhs Pa
385	2018-19	ASHARUDEEN YUSUFF M	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
386	2018-19	ASHITHA XAVIOUR	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
387	2018-19	ASHRAF S	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
388	2018-19	ASPER SHAHUL HAMEED M	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
389	2018-19	BARANITHARAN R	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
390	2018-19	BASITH KULIAR R	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
391	2018-19	FAHAD AHAMED F R	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
392	2018-19	JEGAN K	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
393	2018-19	KARTHICK D	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
394	2018-19	MADHARSHA A	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
395	2018-19	MOHAMED ALFER ASHIK K I	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
396	2018-19	**MOHAMED ASHIK N**	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
397	2018-19	MOHAMED FAREED T	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
398	2018-19	MOHAMED FATAQ B	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
399	2018-19	MOHAMED MEERAN ABDUL RAHUMAN M	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
400	2018-19	MOHAMED RAYYAN N	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
401	2018-19	MOHAMED SHAHEER N	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
402	2018-19	MOHAMED SHAHUL HAMEED A	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
403	2018-19	MOHAMMED ADIL	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
404	2018-19	MOHAMMED ARSHAD BASHA A	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
405	2018-19	MOHAMMED JAMAL MOHIDEEN Y	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
406	2018-19	MOHANA KRISHNAN V	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
407	2018-19	MOULALI BAIG M	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
408	2018-19	NASEER UDDIN A	2019	BE (CIVIL)	"M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060."	1.2 Lakhs Pa
409	2018-19	PURUSHOTHAMAN M	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
410	2018-19	SALMAN KHAN N	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
411	2018-19	SANTHOSH KUMAR D	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
412	2018-19	SHAHUL HAMEED Y	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
413	2018-19	SITHIK SULTHAN K	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
414	2018-19	SYED MUBARAK H	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
415	2018-19	UDHAYAPRAKASH M	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
416	2018-19	UMAR AFRIDHI M	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
417	2018-19	VIGNESH D	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
418	2018-19	VIGNESH KUMAR S	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
419	2018-19	VIJAY KUMAR U	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
420	2018-19	WASIM AHAMED	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa

AALIM MUHAMMED SALEGH COLLEGE OF ENGINEERING CHENNAI 600 055

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S.No	Year	Name of student who has been placed	Year of graduation	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
421	2018-19	ARUL PANDIAN R	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
422	2018-19	FERROS KHAN M	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
423	2018-19	KUMARAVEL B	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
424	2018-19	MOHAMED HUSAIN H	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
425	2018-19	MOHAMED SALMAN P A	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
426	2018-19	PARTHIBAN N	2019	BE (CIVIL)	"M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083"	2.16 Lakhs Pa
427	2018-19	SYED AHMED R	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
428	2018-19	MOHAMED ASFAQ A	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
429	2018-19	MOHAMED IFRAS P M	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa
430	2018-19	MOHAMED SAFRAS P M	2019	BE (CIVIL)	"M/s. Sutherland Global Services (P) Ltd 45-A, Velachery Main Road, Vijayanagaram, Chennai - 600 042"	2.5 Lakhs Pa

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HRD/3T/19-20/12902416

Ms. Aaliya Shaik Noor Mohamed
Candidate ID: 12902416
35 Mth Road,
Villivakkam
Chennai - 600049
Tamil Nadu
India
Ph: (91) 94876 02329

April 17, 2019

Dear Aaliya,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.04.17 11:39:16 +05:30
Reason: Offer Letter
Location: Bangalore

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April 17, 2019

HRD/3T/19-20/12902416

Ms. Aaliya Shaik Noor Mohamed
Candidate ID: 12902416
35 Mth Road,
Villivakkam
Chennai - 600049
Tamil Nadu
India
Ph: (91) 94876 02329

Dear Aaliya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **May 06, 2019.**

Location

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

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

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

Training Period:

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

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

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National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

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Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018-2019.** These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your name Location

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COLLEGE OF ENGINEERING

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

askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Ms. Aaliya Shaik Noor Mohamed**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Ms. Aaliya Shaik Noor Mohamed**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Abdul Basith M M

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26 , 2019** in our Company on the following terms and conditions: -

1.That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

EXNOVATIONS DIGITAL SERVICES LLP
#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205
5th Floor, EFC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

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AALIM MUHAMMED SALEGH
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8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

EXNOVATIONS DIGITAL SERVICES LLP
#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205
5th Floor, EFC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Abdul Khudus R M,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No: 935/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084|Nemail: info@kappsoft.com | website: www.kappsoft.com

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Mr. Abdul Khudus R M

Signature:

Date of Signature:

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COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on **10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its solc discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

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4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Mr. Abdul Khudus R M**
Date of Signature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,
Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

April 10th,2019

Mr. Abdul Rahman J ,
No. 34/35, Third Floor, Jawahar Hussain 1st Street,
Royapettah,
Chennai -600 014.

Sub: Offer of Appointment – Digital Marketing - Associate

It was a pleasure discussing career opportunities for you at **iTrend Solution**. We are very pleased to extend to you an offer of employment with iTrend Solution as **"Digital Marketing - Associate"**, based out of our ***Chennai*** office.

You will be compensated **Rs.1,80,000 (Rupees One lakh Eighty Thousand only) per annum**, for work performed. Please read and review these documents carefully.

As an employee of **iTrend**, you will be guided by the rules and regulations of the Company. You are expected to adhere to these rules and regulations and work to the best of your abilities on tasks and responsibilities assigned to you by your supervisor.

Yasar, we are confident that **iTrend** will provide an outstanding opportunity for you to develop your career further and accomplish your professional goals. You will work in an exciting work environment and have opportunities for continuous learning and development.

This offer of appointment is issued in duplicate. If the offer is acceptable to you, please sign all pages of the offer and return to us one copy, immediately, as token of your acceptance. It is important that you join us at the earliest as your presence and participation is required in a key program that contributes to the success of **iTrend** as well as your career growth in this rapidly growing organization. We look forward to you joining us on **10/Jun/2019**.

We are extremely excited about having you on our team and look forward to seeing you soon.

Please note that your salary and terms of employment are confidential in nature. You will not discuss this with anyone other than your close family members, tax / legal consultants for tax planning purpose and your immediate supervisor and above within **iTrend** on a need-to-know basis. You can reveal the same for any statutory purposes, if warranted.

Best wishes,

Vishnu Priya A.

HR Department
iTrend Solution

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

I Accept: _____

Date:

OTHER REGULAR TERMS AND CONDITIONS:

1. You will be on probationary appointment for a period of Three months from the date of joining. During this period, your on-the-job performance will be assessed by your reporting manager and necessary feedback given to you for improvement. In the event your performance on-the-job is wanting, the probationary period may be extended by another lap of three months. Alternatively, your services will be dispensed with.

2. Increments will entirely depend upon your performance of your first 3 months period as assessed by the management and it will process as per the increment cycle.

3. During the period of your employment with the Company you will not carry on any business or offer your services for any part of your time or be employed in any other company or person or on your own. You will devote your entire time and attention at work to your duties to promote and further the interests and business of the Company.

4. You shall use your best energies and abilities on a full-time basis to perform the employment duties assigned to you, at locations designated by the Company, including customer offices. Your employment shall comply with all rules, regulations and procedures of the Company. During your employment, you shall not directly or indirectly usurp any corporate opportunities or otherwise engage in any conduct adverse to the best interest of the Company.

5. You shall not divulge any confidential information of or violate any agreement with your prior employers or their clients. You shall not indulge in any act of commission that is likely to harm or affect prejudicially the reputation of the Company. It is also your duty to bring to the notice of management any acts or commissions of any other employee which affect the Company prejudicially, immediately as it comes to your knowledge. You will sign a Confidentiality Agreement with the Company that will be provided to you at the time of joining of the company.

6. You should observe strict secrecy respecting all transactions of the Company, its trade secrets, its business strategy, its business ideas, names of its customers, clients, vendors, employees etc., and its state of accounts. You shall not reveal any of the matters which may come to your knowledge about the Company except when required to do so by a Director.

7. You will be responsible for the safekeeping and return in good condition or order of all of the Company's properties, which may be in your use, custody, care of or charge. The Company shall have the right to deduct the money value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction.

8. Should you desire to leave the Company's service during your probationary period, you may do so by giving a written resignation letter to your manager and by serving 45 days of notice period. You can leave the Company's service upon completing the 45days of notice period that will commence immediately after serving the resignation letter.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

iTrend Solution
Corporate Office - No. 13-14 Maple Garden, Indirapriyadarsini Road,
Near Indian Bank, Perumbakkam, Chennai - 600100.

9. Should you desire to leave the Company's service at any time and for any reason after the completion of your probationary period, you will be required to give 2 calendar months' notice, if applicable. On receipt of such notice, management can advance the effective date of termination of service at its discretion.

10. You are required to take prior permission from management if absent for more than one day. The grant of leave will be according to exigencies of circumstances.

Agreed to and accepted with the intent to be legally bound.

_____ Date: _____

Signature of Candidate

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Abdul Wajeeth S,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP, has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Exnovations Digital Services LLP

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

solutions at your fingertips.
mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN NO : U72200TN2008PTC073229
TIN NO : 33460948067
CST NO : 1247998
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Afnan Khan K A

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for mcAMDOIS Tech Solutions Private Limited

Gayathri Ramesh

Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Afraaunissa.R (BE - CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

OFFER LETTER

To,

Date: May 23, 2019

Mr./Mrs. Afritha F,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

EXNOVATIONS DIGITAL SERVICES LLP
#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205
5th Floor, EFC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Acceptance of candidate,

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Ahamed Rifayee K T,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 935/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084|Nemail: info@kappsoft.com | website: www.kappsoft.com

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Mr. Ahamed Rifayee K T

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on**10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuncration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

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7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Ahamed Rifayee K T**
Date ofSignature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,
Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Ahamed Wasim Akram M,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

No: 935/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084 | email: info@kappsoft.com | website: www.kappsoft.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Mr. Ahamed Wasim Akram M

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

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Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

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The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

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Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Mr. Ahamed Wasim Akram M**
Date of Signature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Ahamed Faraaz.V (BE - CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram, Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NSE
NSEIT

To

18.02.2019

Mr. Akbar Ali S
Roll No: 110115104013

Dear Akbar Ali S

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasann@nseit.com

mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN NO : U72200TN2009PTC073229
TIN NO : 33460948062
CST NO : 1247998
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Akbar Ali S

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for mcAMDOIS Tech Solutions Private Limited

Gayatri Ramesh
Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Anbarasi R,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

No: 935/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084|Nemail: info@kappsoft.com | website: www.kappsoft.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Miss. Anbarasi R

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on **10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Miss. Anbarasi R**
Date ofSignature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Ansila Fathima.M (BE - CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

BOSCH

*** Personal and Confidential ***

Mr.Arumai Bright Vasan,
Rajan Nagar,
2nd street,
Chennai,Tamil Nadu.

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: **RBEI/HRL/2019/1122**

Date: 03.04.2019

Dear Arumai Bright Vasan,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as **'Associate Software Engineer'** at RBEI at **'Level 50'** as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees Five Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2019 (payable in April-2020)- at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month
3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

BOSCH

4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance:

4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years).

4.2 Personal Accident Insurance - for self only

4.3 Life Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year,depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure III.**

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

BOSCH

10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the **Annexure II** appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

BOSCH

17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

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

Robert Bosch Engineering and Business Solutions Private Limited

Manikkanddan K E
Senior Manager
(Human Resources)

Bharath Kakaiah
Senior HR Officer
(Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on _____

_____ _____ _____

Name Signature Date

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

BOSCH

Annexure I

Personal and Confidential

03.04.2019

Compensation and Benefits Plan

Name:	Mr.Arumai Bright Vasan
Qualification:	B.Tech/BE
Designation:	Associate Software Engineer
Level:	50

Components	**Per Month**	**Per Annum**
	Rs.	**Rs.**
Cash Components		
Basic Salary	12500	150000
Buffet of Benefits (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	23469	281625
Total	**35969**	**431625**
Retirals / Statutory Contribution		
Company Contribution towards PF (12% of Basic Salary)	1500	18000
Gratuity (4.81% of Basic Salary)**	601	7215
Total	**2101**	**25215**
Variable Pay		
Company Performance related Pay - CPrP at factor EAV 1.0 company achievement		**43163**
Total Cost to Company	**38070**	**500000**
National Pension System (NPS) Optional - Employer Contribution		**12495**

Manikkanddan K E
Senior Manager
(Human Resources)

Bharath Kakaiah
Senior HR Officer
(Human Resources)

* The aforementioned perquisites are subject to alteration and amendment.
** Eligibility for Gratuity is as per Payment of Gratuity Act 1972

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NSE
NSEIT

To
Mr. Arun Kumar G
Roll No: 110115104018

18.02.2019

Dear Arun Kumar G

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasann@nseit.com

NSE
NSEIT

To
Mr. Ashif Ali N
Roll No: 110115104019

18.02.2019

Dear Ashif Ali N

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasann@nseit.com

exnovations
An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Asra A,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP, has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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An INTELIZIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Acceptance of candidate,

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

EXNOVATIONS DIGITAL SERVICES LLP
#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205
5th Floor, EFC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

...solutions at your fingertips.
mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN. NO : U72200TN2009PTC073229
TIN. NO : 33460948067
CST. NO : 1287998
GSTIN : 33AAGCM2001E1ZX

01-Sep-2018

Dear Beema Moamed Farzaan

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh

Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Fathima Rigina.S (BE - CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

... solutions at your fingertips

mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN NO : U72200TN2009PTC071229
TIN NO : 33460948067
CST NO : 1247998
GSTIN : 33AAJCM2001E1ZA

01-Sep-2018

Dear Fazil Alaudeen

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh

Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Febina Fathima S,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

EXNOVATIONS DIGITAL SERVICES LLP

#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205
5th Floor, EFC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Gayathri S,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Miss. Gayathri S

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on **10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Miss. Gayathri S**
Date ofSignature:

Authorized Signatory,

Nandhini R
Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,
Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Ghasid Basha G
Chennai

Subject: **LETTER OF OFFER**

Dear Ghasid Basha G,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Ghasid Basha G	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly** (First 3 months)	**Monthly** (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Idroos N,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Mr. Idroos N

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on **10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Mr. Idroos N**
Date of Signature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Infosys
Navigate your next

HRD/3T/19-20/12902418

Ms. Indumathy Mohanasundaram
Candidate ID: 12902418
No.3, Nehaji Street, Icf Colony,
Muthadupet, Avadi
Chennai - 600055
Tamil Nadu
India
Ph: (91) 75502 29746

April 17, 2019

Dear Indumathy,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Digitally signed by RICHARD LOBO
Date: 2019.04.17 11:39:18 +05:30
Reason: Offer Letter
Location: Bangalore

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

Infosys
Navigate your next

HRD/3T/19-20/12902418 April 17, 2019

Ms. Indumathy Mohanasundaram
Candidate ID: 12902418
No.3, Nehaji Street, Icf Colony,
Muthadupet, Avadi
Chennai - 600055
Tamil Nadu
India
Ph: (91) 75502 29746

Dear Indumathy,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **May 06, 2019.**

Location

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

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

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

Training Period:

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

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Infosys
Navigate your next

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018-2019.** These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your name Location

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Ms. Indumathy Mohanasundaram**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Ms. Indumathy Mohanasundaram**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Ismath Bathool (BE - CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Jagan P,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

EXNOVATIONS DIGITAL SERVICES LLP
#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205
5th Floor, EFC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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An INTELIZIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

April 10th, 2019

Mr. **Javid Akthar B J**.,
No. 53/26, Bharathipuram Main Street,
Shenoy Nagar,
Chennai-600 030.

Sub: Offer of Appointment – Digital Marketing - Associate

It was a pleasure discussing career opportunities for you at **iTrend Solution**. We are very pleased to extend to you an offer of employment with iTrend Solution as **"Digital Marketing - Associate"**, based out of our ***Chennai*** office.

You will be compensated **Rs.1,80,000 (Rupees One lakh Eighty Thousand only) per annum**, for work performed. Please read and review these documents carefully.

As an employee of **iTrend,** you will be guided by the rules and regulations of the Company. You are expected to adhere to these rules and regulations and work to the best of your abilities on tasks and responsibilities assigned to you by your supervisor.

Yasar, we are confident that **iTrend** will provide an outstanding opportunity for you to develop your career further and accomplish your professional goals. You will work in an exciting work environment and have opportunities for continuous learning and development.

This offer of appointment is issued in duplicate. If the offer is acceptable to you, please sign all pages of the offer and return to us one copy, immediately, as token of your acceptance. It is important that you join us at the earliest as your presence and participation is required in a key program that contributes to the success of **iTrend** as well as your career growth in this rapidly growing organization. We look forward to you joining us on **10/Jun/2019**.

We are extremely excited about having you on our team and look forward to seeing you soon.

Please note that your salary and terms of employment are confidential in nature. You will not discuss this with anyone other than your close family members, tax / legal consultants for tax planning purpose and your immediate supervisor and above within **iTrend** on a need-to-know basis. You can reveal the same for any statutory purposes, if warranted.

Best wishes,

Vishnu Priya A.

HR Department
iTrend Solution

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

I Accept: _____ **Date:**

OTHER REGULAR TERMS AND CONDITIONS:

1. You will be on probationary appointment for a period of Three months from the date of joining. During this period, your on-the-job performance will be assessed by your reporting manager and necessary feedback given to you for improvement. In the event your performance on-the-job is wanting, the probationary period may be extended by another lap of three months. Alternatively, your services will be dispensed with.

2. Increments will entirely depend upon your performance of your first 3 months period as assessed by the management and it will process as per the increment cycle.

3. During the period of your employment with the Company you will not carry on any business or offer your services for any part of your time or be employed in any other company or person or on your own. You will devote your entire time and attention at work to your duties to promote and further the interests and business of the Company.

4. You shall use your best energies and abilities on a full-time basis to perform the employment duties assigned to you, at locations designated by the Company, including customer offices. Your employment shall comply with all rules, regulations and procedures of the Company. During your employment, you shall not directly or indirectly usurp any corporate opportunities or otherwise engage in any conduct adverse to the best interest of the Company.

5. You shall not divulge any confidential information of or violate any agreement with your prior employers or their clients. You shall not indulge in any act of commission that is likely to harm or affect prejudicially the reputation of the Company. It is also your duty to bring to the notice of management any acts or commissions of any other employee which affect the Company prejudicially, immediately as it comes to your knowledge. You will sign a Confidentiality Agreement with the Company that will be provided to you at the time of joining of the company.

6. You should observe strict secrecy respecting all transactions of the Company, its trade secrets, its business strategy, its business ideas, names of its customers, clients, vendors, employees etc., and its state of accounts. You shall not reveal any of the matters which may come to your knowledge about the Company except when required to do so by a Director.

7. You will be responsible for the safekeeping and return in good condition or order of all of the Company's properties, which may be in your use, custody, care of or charge. The Company shall have the right to deduct the money value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction

8. Should you desire to leave the Company's service during your probationary period, you may do so by giving a written resignation letter to your manager and by serving 45 days of notice period. You can leave the Company's service upon completing the 45days of notice period that will commence immediately after serving the resignation letter.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

iTrend Solution
Corporate Office - No. 13-14 Maple Garden, Indirapriyadarsini Road,
Near Indian Bank, Perumbakkam, Chennai - 600100.

9. Should you desire to leave the Company's service at any time and for any reason after the completion of your probationary period, you will be required to give 2 calendar months' notice, if applicable. On receipt of such notice, management can advance the effective date of termination of service at its discretion.

10. You are required to take prior permission from management if absent for more than one day. The grant of leave will be according to exigencies of circumstances.

Agreed to and accepted with the intent to be legally bound.

Date: _____

Signature of Candidate

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Jeeva Rani,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

EXNOVATIONS DIGITAL SERVICES LLP

#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205

5th Floor, EFC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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An INTELLIGIN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

April10th, 2019

Mr. Karthik G,
No 402/A, Golar Street,
Muslimpur,
Vaniyambadi – 635 751.

Sub: Offer of Appointment – Digital Marketing - Associate

It was a pleasure discussing career opportunities for you at **iTrend Solution**. We are very pleased to extend to you an offer of employment with iTrend Solution as **"Digital Marketing - Associate"**, based out of our ***Chennai*** office.

You will be compensated **Rs.1,80,000 (Rupees One lakh Eighty Thousand only) per annum**, for work performed. Please read and review these documents carefully.

As an employee of **iTrend**, you will be guided by the rules and regulations of the Company. You are expected to adhere to these rules and regulations and work to the best of your abilities on tasks and responsibilities assigned to you by your supervisor.

Yasar, we are confident that **iTrend** will provide an outstanding opportunity for you to develop your career further and accomplish your professional goals. You will work in an exciting work environment and have opportunities for continuous learning and development.

This offer of appointment is issued in duplicate. If the offer is acceptable to you, please sign all pages of the offer and return to us one copy, immediately, as token of your acceptance. It is important that you join us at the earliest as your presence and participation is required in a key program that contributes to the success of **iTrend** as well as your career growth in this rapidly growing organization. We look forward to you joining us on **10/Jun/2019**.

We are extremely excited about having you on our team and look forward to seeing you soon.

Please note that your salary and terms of employment are confidential in nature. You will not discuss this with anyone other than your close family members, tax / legal consultants for tax planning purpose and your immediate supervisor and above within **iTrend** on a need-to-know basis. You can reveal the same for any statutory purposes, if warranted.

Best wishes,

Vishnu Priya A.

HR Department
iTrend Solution

I Accept: _____ **Date:**

iTrend Solution
Corporate Office - No. 13-14 Maple Garden, Indirapriyadarsini Road,
Near Indian Bank, Perumbakkam, Chennai - 600100.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

OTHER REGULAR TERMS AND CONDITIONS:

1. You will be on probationary appointment for a period of Three months from the date of joining. During this period, your on-the-job performance will be assessed by your reporting manager and necessary feedback given to you for improvement. In the event your performance on-the-job is wanting, the probationary period may be extended by another lap of three months. Alternatively, your services will be dispensed with.

2. Increments will entirely depend upon your performance of your first 3 months period as assessed by the management and it will process as per the increment cycle.

3. During the period of your employment with the Company you will not carry on any business or offer your services for any part of your time or be employed in any other company or person or on your own. You will devote your entire time and attention at work to your duties to promote and further the interests and business of the Company.

4. You shall use your best energies and abilities on a full-time basis to perform the employment duties assigned to you, at locations designated by the Company, including customer offices. Your employment shall comply with all rules, regulations and procedures of the Company. During your employment, you shall not directly or indirectly usurp any corporate opportunities or otherwise engage in any conduct adverse to the best interest of the Company.

5. You shall not divulge any confidential information of or violate any agreement with your prior employers or their clients. You shall not indulge in any act of commission that is likely to harm or affect prejudicially the reputation of the Company. It is also your duty to bring to the notice of management any acts or commissions of any other employee which affect the Company prejudicially, immediately as it comes to your knowledge. You will sign a Confidentiality Agreement with the Company that will be provided to you at the time of joining of the company.

6. You should observe strict secrecy respecting all transactions of the Company, its trade secrets, its business strategy, its business ideas, names of its customers, clients, vendors, employees etc., and its state of accounts. You shall not reveal any of the matters which may come to your knowledge about the Company except when required to do so by a Director.

7. You will be responsible for the safekeeping and return in good condition or order of all of the Company's properties, which may be in your use, custody, care of or charge. The Company shall have the right to deduct the money value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction

8. Should you desire to leave the Company's service during your probationary period, you may do so by giving a written resignation letter to your manager and by serving 45 days of notice period. You can leave the Company's service upon completing the 45days of notice period that will commence immediately after serving the resignation letter.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

iTrend Solution
Corporate Office - No. 13-14 Maple Garden, Indirapriyadarsini Road,
Near Indian Bank, Perumbakkam, Chennai - 600100.

9. Should you desire to leave the Company's service at any time and for any reason after the completion of your probationary period, you will be required to give 2 calendar months' notice, if applicable. On receipt of such notice, management can advance the effective date of termination of service at its discretion.

10. You are required to take prior permission from management if absent for more than one day. The grant of leave will be according to exigencies of circumstances.

Agreed to and accepted with the intent to be legally bound.

_____ **Date:** _____

Signature of Candidate

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Kiran Kumar A L,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

PRINCIPAL
AALIM MUHAMMAD SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs.Lavanya M,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

EXNOVATIONS DIGITAL SERVICES LLP
#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205
5th Floor, EFC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Mahesh Dharma M
Chennai

Subject: **LETTER OF OFFER**

Dear Mahesh Dharma M,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mahesh Dharma M	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Mohamed Abbas A,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

No: 935/4, Periyar E.V.R Salai, Purasalwakkam, Chennai, TN - 600084|Nemail: info@kappsoft.com | website: www.kappsoft.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Mr. Mohamed Abbas A

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on **10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name**Mr. Mohamed Abbas A**
Date of Signature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Mohamed Ijas H,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (Sepetember 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

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7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

EXNOVATIONS DIGITAL SERVICES LLP
#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205
5th Floor, EFC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

EXNOVATIONS DIGITAL SERVICES LLP
#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205
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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Mohamed Musthafa B,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

No: 93514, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084|Nemail: info@kappsoft.com | website: www.kappsoft.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Mr. Mohamed Musthafa B

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on **10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

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Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

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7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

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You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Mr. Mohamed Musthafa B**
Date ofSignature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

...solutions at your fingertips...
mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN NO : U72200TN2009PTC073229
TIN NO : 33860948062
CST NO : 1247998
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Mohamed Rahamathullah I

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for mcAMDOIS Tech Solutions Private Limited

Gayathri Ramesh
Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Mohamed Saalim K

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R
Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

No: 935/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084|Nemail: info@kappsoft.com | website: www.kappsoft.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Mr. Mohamed Saalim K

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on**10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Mr. Mohamed Saalim K**
Date ofSignature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

...solutions at your fingertips...
mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN NO : U72200TN2008PTC073229
TIN NO : 33460948062
CST NO : 1247908
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Mohammed Anas S

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for mcAMDOIS Tech Solutions Private Limited

Gayathri Ramesh

Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

25-03-2019

Justdial

Mohammed Muzammil M
Chennai

Subject: **LETTER OF OFFER**

Dear Mohammed Muzammil M,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

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

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

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure	
Employee Name	Mohammed Muzammil M
Department	Sales
Designation	Certified Internet Consultant
Effective Date	16-06-2020
CTC (in INR)	300000/- per annum

Pay structure	Monthly (First 3 months)	Monthly (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Mohammed Parveez H ,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

No: 935/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084|Email: info@kappsoft.com | website: www.kappsoft.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Mr. Mohammed Parveez H

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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1. Employment-RelatedParticulars

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Fixed Remuneration
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Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

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In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

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You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

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You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Mr. Mohammed Parveez H**
Date ofSignature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Infosys
Navigate your next

HRD/3T/19-20/12902419

Mr. Mohammed Sayeed K
Candidate ID: 12902419
2, 2Nd Lane,
O.V Road
Ambur - 635802
Tamil Nadu
India
Ph: (91) 95978 20449

April 17, 2019

Dear Mohammed Sayeed,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.04.17 11:39:20 +05:30
Reason: Offer Letter
Location: Bangalore

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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

Infosys
Navigate your next

HRD/3T/19-20/12902419 April 17, 2019

Mr. Mohammed Sayeed K
Candidate ID: 12902419
2, 2Nd Lane,
O.V Road
Ambur - 635802
Tamil Nadu
India
Ph: (91) 95978 20449

Dear Mohammed Sayeed,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **May 06, 2019.**

Location

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

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

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

Training Period:

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

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Infosys
Navigate your next

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018-2019.** These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your name Location

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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

askus@infosys.com
www.infosys.com

Infosys
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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Mohammed Sayeed K**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Mohammed Sayeed K**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Mohamed Taha M,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R
Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

No: 935/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084|Nemail: info@kappsoft.com | website: www.kappsoft.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Mr. Mohammed Taha M

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on**10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name**Mr. Mohammed Taha M**
Date of Signature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Mohammed Tanveer.N (BE - CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Mohan Kumar E
Chennai

Subject: **LETTER OF OFFER**

Dear Mohan Kumar E,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohan Kumar E	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly**	**Monthly**
	(First 3 months)	**(4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Gmail amsengg placement <amsenggplacement@gmail.com>

AMCAT Job Opportunity - Mindtree LTD - IMTS - 2019 Batch - Last date to apply 28 Apr 2019 - AMS

Gurunathan Murugan <gurunathan.murugan@aspiringminds.com>
To: Ravikumar Raju <raviams@gmail.com>, amsengg placement <amsenggplacement@gmail.com>, Francis R <francis.r@aspiringminds.in>
Cc: Francis R <francis.r@aspiringminds.com>, Thirumurugan S A G <thirumurugan.sag@aspiringminds.in>

Dear Sir/Ma'am,

Congratulations! The below candidate from your institution have been offered by Mindtree (IMTS).

ELQ AMCAT ID	Title	First Name	Middle Name	Last Name	Gender	Mobile No.	Email ID	Institute
130012727519913	Ms.	Naureen	Zainab	Mohammed Ali	Female	9043452654	zainab.naureen98@gmail.com	Aalim Muhammed Salegh College of Engineering

On Wed, May 8, 2019 at 11:21 AM Gurunathan Murugan <gurunathan.murugan@aspiringminds.com> wrote:

Hi Team,

We got interview update from Mindtree (IMTS). Please find interview details below and the selected candidate from your institution. Pls ask them to attend the interview with good prepara

Chennai Drive –

Date: 11th May 2019

Venue: Mindtree Chennai Office

Address: 140, Old Mahabalipuram Rd, Tharamani, Chennai, Tamil Nadu 600113

Reporting Time: 8.30 AM

pplicant ID	ELQ AMCAT ID	T4 Eligibility Criteria	Title	First Name	Middle Name	Last Name	Gender	Date Of Birth	Mobile No.	Email ID	Institut
120715510085191	130012727901814	T4 Eligible	Ms.	GEETHALAKSHMI		V	Female	1998-04-30	9176948535	geethalaksshmi07@gmail.com	Aalim M
120715515651281	130012727805155	T4 Eligible	Ms.	S	SITHI	FATHIMA	Female	1998-07-02	9677010882	sithifathimashaik@gmail.com	Aalim M
120715516302111	130012727530880	T4 Eligible	Ms.	Shirin Fathima		Abdul Majith	Female	1997-01-01	9087301886	mshirinfathima8@gmail.com	Aalim M
120715519584021	130012727519913	T4 Eligible	Ms.	Naureen	Zainab	Mohammed Ali	Female	1998-05-02	9043452654	zainab.naureen98@gmail.com	Aalim M
120715514592321	130012727742738	T4 Eligible	Mr.	vignesh		Gunasekaran	Male	1998-09-26	9840359350	vipvignesh7270@gmail.com	Aalim M
120715511119921	130012727072333	T4 Eligible	Mr.	Faizan		Ahmed	Male	1998-02-19	7871289868	faizsnahmedfzn@gmail.com	Aalim M

On Sat, Apr 27, 2019 at 12:47 PM Gurunathan Murugan <gurunathan.murugan@aspiringminds.com> wrote:

Hi Team,

We have extended the deadline for doing the online assessment till 28 Apr 2019, 12 noon (tomorrow).

It's just **a 20 mins online test**, and candidate needs to complete an **Email writing task**. We have sent the test links to candidates yesterday itself, pls ask your shortlisted students to compl

Pls call me for any clarification.

Excuse typos..

Best Wishes,
Gurunathan Murugan
Aspiringminds Assessments PVTL
M: 9600673925

Data science to enable meritocracy in labor markets.

On Fri 26 Apr, 2019, 12:31 AM Gurunathan Murugan <gurunathan.murugan@aspiringminds.in> wrote:

Dear Sir/Ma'am,

Greetings! We are pleased to inform about a Job opportunity brought to you by Aspiringminds from Mindtree Ltd (IMTS).

Job Location: Mindtree Ltd-PAN India locations
Interview Schedule: Interview date and venue will be communicated post online test
Eligibility: 2019 Batch - BE/BTech (CS, IT, IS, Electronics+) candidates with 60% or 6 CGPA in 10th & 12th and 55% or 5.5 CGPA in Graduation.

Salary: INR 2.35 LPA.
Service Agreement: INR 2 Lakhs for 2 years from the Date of Joining.
Joining Location for Training: Bhubaneshwar, Mindtree Kalinga.
Stipend during Training: 21,000/- per month (Rs. 6,000/- would be deducted monthly while at Kalinga for stay and laundry).

Interview Process:
- Aptitude test (Auto-proctored Online test)
- Group Discussion
- Technical Interview
- Candidate will be given a detailed offer letter (through mail)
- Post successful completion of training/assessment at Kalinga, Date of Confirmation and onboarding into Mindtree.

Joining: Immediate

Profile: Junior Engineer
Registration URL: https://www.myamcat.com/jobs/description/junior-engineer-job-for-fresher-in-mindtree-ltd-in-bangalore-bhubaneshwar-chennai-hyderabad-kolkata-new-delhi/52850

PFA list of shortlisted candidates from your campus and the JD attached below. Kindly ask them to register in the given link on or before 28 Apr 2019.

Feel free to call me in case of any queries and kindly acknowledge this email, thanks a lot for your support.

Please Note: Interview Schedule: Once the candidate got shortlisted by giving the online assessment, interview dates may varies.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Sincerely,
Gurunathan Murugan
Senior Manager - Campus Relations / Aspiring Minds
Phone: +91 9600673925
Email:gurunathan.murugan@aspiringminds.com
Website: www.aspiringminds.com / www.myamcat.com

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Gurunathan Murugan

Senior Manager - Campus Relations / **Aspiring Minds**

Phone: +91 9600673925
Email:gurunathan.murugan@aspiringminds.com
Website: www.aspiringminds.com

aspiringminds

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Gurunathan Murugan

Senior Manager - Campus Relations / **Aspiring Minds**

Phone: +91 9600673925
Email:gurunathan.murugan@aspiringminds.com
Website: www.aspiringminds.com

aspiringminds

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Mindtree

Date:22-May-2019

To

Naureen Zainab Mohammed Ali
CHENNAI

Dear Naureen Zainab Mohammed Ali,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the competency Level T4 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

Aggregate % = Aggregate * 100

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Naureen Zainab (May 22, 2019)

Mindtree

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna
Vice President - Revenue Assurance

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Mindtree Ltd
RVCE Post, Mysore Road
Bangalore 560 059
T +91 80 6706 4000
F +91 80 6706 4100
W www.mindtree.com
Candidate No: TN/[illegible]
2

Mindtree

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Naureen Zainab Mohammed Ali, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	Naureen Zainab (May 22, 2019)
Your Name in Capital letters	NAUREEN ZAINAB MOHAMMED ALI

Annexure 1

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

Name	**: Naureen Zainab Mohammed Ali**
Competency	**: T4**
Designation	**: JUNIOR ENGINEER**
Stipend	**: INR 21,100 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is **INR 500 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Mindtree

Annexure 2

Compensation stack effective from the date of confirmation

Name : **Naureen Zainab Mohammed Ali**

Competency : **T4**

Designation : **JUNIOR ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	45,120
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Annual Gross	**261,360**
Bonus**	35,640
Annual Cost to Company	**297,000**

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Naureen Zainab (May 21, 2018)

Mindtree

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.

- You will be given an option to coveryour Parents or Parents-in-law.If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Rahman Zakaria (Sep 22 2020)

Mindtree

Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification.**

2. The term, 'the Company' refers to Mindtree Limited.

3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company.**

4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 1 and 2, Service Agreement (Annexure 3) and Mindtree Kalinga Code of Conduct (Annexure 4). **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 60 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. you will be provided opportunities to demonstrate the acquired capabilities on skills such as communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you through a Learning Advisory Document .

PRINCIPAL
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COLLEGE OF ENGINEERING

Mindtree

separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be JUNIOR ENGINEER and in the competency of T4 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Naveen Zakiah (May 21, 2018)

Mindtree

8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 21,100 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtrends confirmed. On confirmation, your total compensation would be INR297,000.00. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible forsanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility Component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

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COLLEGE OF ENGINEERING

Mindtree

10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Nasreen Zakaab (May 25, 2018)

Mindtree Ltd
RVCE Post, Mysore Road
Bangalore 560 059
T +91 80 6706 4000
F +91 80 6706 4400
W www.mindtree.com
Candidate No: TN/[illegible]

9

Mindtree

10.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3)months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree, including the amount mentioned in the Service Agreement if last date of employment is within 2 years from the date of joining. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & fixed components(as applicable), in your compensation at the time of termination of your employment.

PRINCIPAL
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COLLEGE OF ENGINEERING

Mindtree

10.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply with the Service Agreement, and with Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

11 Nature of employment

11.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

11.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

12 Other Agreements :

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

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COLLEGE OF ENGINEERING

Mindtree Zakiah (Aug 22, 2019)

Mindtree

On the date of joining at Mindtree Kalinga Bhubaneshwar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

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COLLEGE OF ENGINEERING

Nizamen Zamab (May 27, 2013)

Mindtree

16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

PRINCIPAL
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COLLEGE OF ENGINEERING

Naureen Zaliyah (May 23, 2019)

Mindtree Offer Letter

Final Audit Report 2019-05-22

Created:	2019-05-22
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAANcg0y58N4ccwDGgp5_zvgr7I14kzeU-

"Mindtree Offer Letter" History

Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2019-05-22 - 7:58:52 AM GMT- IP address: 112.121.48.1

Waiting for Signature by Naureen Zainab (zainab.naureen98@gmail.com)
2019-05-22 - 7:58:57 AM GMT

Document e-signed by Naureen Zainab (zainab.naureen98@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2019-05-22 - 9:31:47 AM GMT - Time Source: server- IP address: 117.193.31.150

Signed document emailed to Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com), Naureen Zainab (zainab.naureen98@gmail.com) and vinay.ramesh@mindtree.com
2019-05-22 - 9:31:47 AM GMT

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NSE
NSEIT

To
Mr. Nayeem Ahamed M
Roll No: 110115104057

18.02.2019

Dear Nayeem Ahamed M

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasan@nseit.com

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Nazrin Shameema A,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Miss. Nazrin Shameema A

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on**10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
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COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

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COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Miss. Nazrin Shameema A**
Date ofSignature:

Authorized Signatory,

Nandhini R
Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,
Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Niheel P,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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An INTELIZIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Acceptance of candidate,

Yours faithfully,

Exnovations Digital Services LLP * INDIA

Raghman Begum K
DGM, Human Resources

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Nisaa Mehnaz S,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

No: 935/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084|Email: info@kappsoft.com | website: www.kappsoft.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Miss. Nisaa Mehnaz S

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on **10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Miss. Nisaa Mehnaz S**
Date ofSignature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Gmail

Ravikumar Raju <raviams@gmail.com>

You (Praveen Raj. R) , have been selected for the Job Opening position of Client Care Engineer / BDE, ,Should Submit Bank Guarantee (BG) on or before 20 - April, 2019

Magdoom - HR <magdoomali@glenwoodsystems.com> Sun, Mar 31, 2019 at 4:14 PM
To: praveenruko88@gmail.com
Cc: Ravikumar Raju <raviams@gmail.com>, Narayanaraj <raj@glenwoodsystems.com>

Dear Praveen Raj. R

Greetings from L-Cube Innovative Solutions Pvt. Ltd. !!!

- We are pleased to inform you that you have been selected for the job Opening position of **Client Care Engineer / BDE** 2019 batch.

You are here by informed that you have to submit the 2 years **"BANK GUARANTEE "(BG)** of 1 lakh (One Lakh rupees), **on or before 20- April 2019.**

- Please find in attach copy of BG format , you can show the same to the bank & make the BG

- Please find in attachment **2 years "SERVICE AGREEMENT" (SA)** soft copy, as informed kindly make SA along with BG & **submit both in our Chennai office on or before the deadline of 20- April 2019.**

For any Further clarifications please call me

Thanks & Regards,

SK.Magdoom.

HR Generalist.

7550029699

L-Cube Innovative Solutions Pvt. Ltd.

 # 1148, I - Block, 6th Avenue ,

Anna Nagar West,

Chennai - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

::DISCLAIMER::

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

This email and any files transmitted with it are confidential and may contain confidential health or other information intended only for the use of

Justdial

25-03-2019

Raise Ahamed M
Chennai

Subject: **LETTER OF OFFER**

Dear Raise Ahamed M,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure	
Employee Name	Raise Ahamed
Department	Sales
Designation	Certified Internet Consultant
Effective Date	17-06-2019
CTC (in INR)	300000/- per annum

Pay structure	Monthly (First 3 months)	Monthly (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

OFFER LETTER

To,

Date: May 23, 2019

Mr./Mrs. Rakesh R,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Acceptance of candidate,

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Reshma Yameen M ,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R
Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

No: 935/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084|Email: info@kappsoft.com | website: www.kappsoft.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Miss. Reshma Yameen M

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on **10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Miss. Reshma Yameen M**
Date ofSignature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Rimsha Suman.S.K (BE - CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

...solutions of your imagination.
mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN. NO : U72200TN2009PTC075229
TIN. NO : 33860948057
CST. NO : 1247998
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Sajitha Parveen O S H

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayatri Ramesh

Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Sandhiya M,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

EXNOVATIONS DIGITAL SERVICES LLP
#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205
5th Floor, EFC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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An INTELIZIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NSE
NSEIT

To
Mr. Shaik Saqlain Shariff
Roll No: 110115104070

18.02.2019

Dear Shaik Saqlain Shariff

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasann@nseit.com

KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Shakila Banu R M,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R
Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No: 93/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084INemail: info@kappsoft.com | website: www.kappsoft.com

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Miss. Shakila Banu R M

Signature:

Date of Signature:

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COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on**10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

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4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

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8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Miss. Shakila Banu R M**
Date ofSignature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

IFELSE TECHSMART SOLUTIONS PRIVATE LIMITED
CIN: U72900TN2021PTC141576
#16/4, Salai Street, Choolai, Chennai, TN, India 600112.
www.ifelsetech.com | info@ifelsetech.com | +91 98848 99868

Dated: **05th Mar 2019**

To

Ms. Shinaz Begum S
Roll No: 110115104007 **College: Aalim Muhammed Salegh College of Engineering**

Sub. : Appointment Letter for the Post of Full Stack Web Developer (Full Time).

Dear **Ms. Shinaz Begum S.**

Based on your outstanding performance during your internship at **IFELSE TECHSMART SOLUTIONS**, we are pleased to extend a job offer for the role of **Full Stack Web Developer** in our establishment effective from 01st July 2019.

Your annual Cost to the company(CTC) will be **3,xx,xxx INR.**
(Final value will be based on the Internship the students are going trough)

Terms and conditions

Your Employment shall be "at will," meaning that either you or the Company shall be entitled to terminate your Employment at any time and in a manner specified below for any reason, with or without Cause. Any contrary representations that may have been made to you shall be superseded by this Agreement.

This Agreement shall constitute the full and complete agreement between you and the Company on the "at-will" nature of your Employment, which may only be changed in an express written agreement signed by you and a duly authorized officer of the Company. Your employment may be terminated at the instance of either party only by giving to the other party 3 calendar months' prior written notice provided that the Company may if it shall so choose pay 3 months' prior written notice or salary in lieu thereof.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by ifelse or an appropriate third party, and the results of such background checks being favorable in ifelse's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by ifelse. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

You may be required to work from Monday to Friday or Monday to Saturday as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements and for the proper discharge of the Employee's duties. You may also be required to attend duties on Public Holidays as per the exigencies of work. However, the maximum number of working hours per week shall not exceed the provisions of the applicable law. In the event that you are required to work for more than 48 hours in a week, you shall be informed of the same by your immediate supervisor.

You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement. In connection with your Employment, you shall not use or disclose any trade secrets or other proprietary information or intellectual property in which you or any other person has any right, title or interest and your Employment will not infringe or violate the rights of any other person.

You represent and warrant to the Company that you have returned all property and confidential

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information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

You shall not, during the continuance of this engagement, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the Company, but shall devote your time, attention and abilities exclusively to the performance of your duties hereunder and shall in all respects obey and conform to the Company's orders and regulations, and well and faithfully serve the Company, and use best endeavors to promote the interests hereof, and of the business in which you shall for the time being be engaged. During such time as you may be engaged in connection with the business of any of the Associated Companies you shall at all times readily conform to obey and execute all lawful orders which may be issued to you by such Associated Company. You shall not, unless directed by the company, either during the continuance of this engagement or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property.

If required by the Company, during or after the Employment Period, you shall assign and transfer in favor of the Company or, at the request of the Company, in favor of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials.

In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of the Company or of any other third party/s.

If at any time hereafter it shall be agreed between the Company and yourself that an alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on. You shall not do or indulge in any of the following, without the prior written consent of the Company: (a) Compete: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company; (b) Solicit Business: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not solicit, endeavor to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company; (c) Solicit Personnel: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or

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otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company irreparable injury. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You agree to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service. If you are at any time found to be guilty of misconduct, commit any breach of this Agreement, or refuse or willfully neglect to perform to the satisfaction of the Company or any of the Associated Companies in connection with whose business you may be engaged all or any of the duties devolving upon you under this Agreement, the Company may at once, without any previous notice, terminate your appointment. Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity. No provision of this Agreement shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by you and by an authorized officer of the Company (other than you). Notwithstanding the above, in the event of a change in role, grades, promotions or other changes made in your employment and informed to you by the authorised officer of the Company, the applicable policies to such change in role, grades, promotion or other employment changes (for e.g. Notice Policy, Reimbursement Policy) shall apply to you from the effective date of such change. To that extent, such change in applicable policies will be considered an amendment of this Agreement and your continued employment will be constituted as agreement to applicable policies from time to time. No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

If you agree to these terms and conditions, may we request you to sign the copy of this letter in token of your acceptance.

Yours sincerely,

Mohammed Aadil H.,
C.E.O

DECLARATION

I have read and understood the above terms and conditions and agree to abide by the same.

Shinaz Begum S

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Justdial

25-03-2019

Shuebullah N
Chennai

Subject: **LETTER OF OFFER**

Dear Shuebullah N,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

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Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Shuebullah N	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

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OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Siraj Nishaa A,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP, has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd**.) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

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8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Acceptance of candidate,

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Signature -
Name:
Date:

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HRD/3T/19-20/12902420

April 17, 2019

Mr. Sivakumaran Nedunchezhiyan
Candidate ID: 12902420
116/279, Solaiyappan Street,
Old Washermenpet
Chennai - 600021
Tamil Nadu
India
Ph: (91) 90032 70658

Dear Sivakumaran,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **May 06, 2019.**

Location

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

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

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

Training Period:

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

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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HRD/3T/19-20/12902420

Mr. Sivakumaran Nedunchezhiyan
Candidate ID: 12902420
116/279, Solaiyappan Street,
Old Washermenpet
Chennai - 600021
Tamil Nadu
India
Ph: (91) 90032 70658

April 17, 2019

Dear Sivakumaran,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

askus@infosys.com
www.infosys.com

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Digitally signed by RICHARD LOBO
Date: 2019.04.17 11:39:21 +05:30
Reason: Offer Letter
Location: Bangalore

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

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

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Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

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COLLEGE OF ENGINEERING

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your name Location

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

askus@infosys.com
www.infosys.com

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Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018-2019.** These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Sivakumaran Nedunchezhiyan**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Sivakumaran Nedunchezhiyan**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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CIN NO : U72200TN2009PTC073229
TIN NO : 33460948063
CST NO : 1247998
GSTIN : 33AAOCM2801E1ZA

01-Sep-2018

Dear Snega Jacob P

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for mcAMDOIS Tech Solutions Private Limited

Gayathri Ramesh
Administrative Head

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OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Sonia R,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1.That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

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8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Acceptance of candidate,

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Signature -
Name:
Date:

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CIN NO : U72200TN2009PTC073229
TIN NO : 33460948062
CST NO : 1247998
GSTIN : 33AAGCM2001C1ZA

01-Sep-2018

Dear Sumiya M

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh

Administrative Head

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SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Surendar.R (BE - CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

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IFELSE TECHSMART SOLUTIONS PRIVATE LIMITED
CIN: U72900TN2021PTC141576
#16/4, Salai Street, Choolai, Chennai, TN, India 600112.
www.ifelsetech.com | info@ifelsetech.com | +91 98848 99868

Dated: **05th Mar 2019**

To
Ms. Syed Nasrin Nisha T
Roll No: 110115104082 **College : Aalim Muhammed Salegh College of Engineering**

Sub. : Appointment Letter for the Post of Full Stack Web Developer (Full Time).

Dear **Ms Syed Nasrin Nisha T,**

Based on your outstanding performance during your internship at **IFELSE TECHSMART SOLUTIONS**, we are pleased to extend a job offer for the role of **Full Stack Web Developer** in our establishment effective from 01st July 2019.

Your annual Cost to the company(CTC) will be **3,xx,xxx INR.**
(Final value will be based on the Internship the students are going trough)

Terms and conditions

Your Employment shall be "at will," meaning that either you or the Company shall be entitled to terminate your Employment at any time and in a manner specified below for any reason, with or without Cause. Any contrary representations that may have been made to you shall be superseded by this Agreement.

This Agreement shall constitute the full and complete agreement between you and the Company on the "at-will" nature of your Employment, which may only be changed in an express written agreement signed by you and a duly authorized officer of the Company. Your employment may be terminated at the instance of either party only by giving to the other party 3 calendar months' prior written notice provided that the Company may if it shall so choose pay 3 months' prior written notice or salary in lieu thereof.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by ifelse or an appropriate third party, and the results of such background checks being favorable in ifelse's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by ifelse. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

You may be required to work from Monday to Friday or Monday to Saturday as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements and for the proper discharge of the Employee's duties. You may also be required to attend duties on Public Holidays as per the exigencies of work. However, the maximum number of working hours per week shall not exceed the provisions of the applicable law. In the event that you are required to work for more than 48 hours in a week, you shall be informed of the same by your immediate supervisor.

You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement. In connection with your Employment, you shall not use or disclose any trade secrets or other proprietary information or intellectual property in which you or any other person has any right, title or interest and your Employment will not infringe or violate the rights of any other person.

You represent and warrant to the Company that you have returned all property and confidential

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information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

You shall not, during the continuance of this engagement, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the Company, but shall devote your time, attention and abilities exclusively to the performance of your duties hereunder and shall in all respects obey and conform to the Company's orders and regulations, and well and faithfully serve the Company, and use best endeavors to promote the interests hereof, and of the business in which you shall for the time being be engaged. During such time as you may be engaged in connection with the business of any of the Associated Companies you shall at all times readily conform to obey and execute all lawful orders which may be issued to you by such Associated Company. You shall not, unless directed by the company, either during the continuance of this engagement or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property.

If required by the Company, during or after the Employment Period, you shall assign and transfer in favor of the Company or, at the request of the Company, in favor of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials.

In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of the Company or of any other third party/s.

If at any time hereafter it shall be agreed between the Company and yourself that an alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on. You shall not do or indulge in any of the following, without the prior written consent of the Company: (a) Compete: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company; (b) Solicit Business: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not solicit, endeavor to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company; (c) Solicit Personnel: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or

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otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company irreparable injury. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You agree to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service. If you are at any time found to be guilty of misconduct, commit any breach of this Agreement, or refuse or willfully neglect to perform to the satisfaction of the Company or any of the Associated Companies in connection with whose business you may be engaged all or any of the duties devolving upon you under this Agreement, the Company may at once, without any previous notice, terminate your appointment. Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity. No provision of this Agreement shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by you and by an authorized officer of the Company (other than you). Notwithstanding the above, in the event of a change in role, grades, promotions or other changes made in your employment and informed to you by the authorised officer of the Company, the applicable policies to such change in role, grades, promotion or other employment changes (for e.g. Notice Policy, Reimbursement Policy) shall apply to you from the effective date of such change. To that extent, such change in applicable policies will be considered an amendment of this Agreement and your continued employment will be constituted as agreement to applicable policies from time to time. No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

If you agree to these terms and conditions, may we request you to sign the copy of this letter in token of your acceptance.

Yours sincerely,

Mohammed Aadil H.,
C.E.O

DECLARATION

I have read and understood the above terms and conditions and agree to abide by the same.

Syed Nasrin Nisha

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Justdial

25-03-2019

Thamsuk Niswan N
Chennai

Subject: **LETTER OF OFFER**

Dear Thamsuk Niswan N,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

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Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Thamsuk Niswan N	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

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solutions at your fingertips

mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN NO : U72200TN2009PTC073229
TIN NO : 33460948062
CST NO : 1247998
GSTIN : 33AAGCM2083E1ZA

01-Sep-2018

Dear Umalakshmi D

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh

Administrative Head

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CIN NO : U72200TN2009PTC073239
TIN NO : 33480948062
CST NO : 1247598
GSTIN : 33AAGCM2081E1ZA

01-Sep-2018

Dear Zeba Fathima

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh
Administrative Head

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26 March 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear Zubair Ahamed N ,

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade Sales** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). The key terms & conditions are given below.

1. **Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms hereof, the effective date of joining will be **1 May 2019**. Upon joining you shall be reporting to **Territory Sales Manager - General Trade**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn

2. **Place of Work:** Your initial place of posting will be in **Chennai**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary

3. **Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. WORK & DUTIES

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. REMUNERATION

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

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Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

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decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

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company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

(a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets

(b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers

(c) Information designated as confidential, or which information is reasonably known to be confidential

(d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

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If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

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You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

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company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. **MISCELLANEOUS**

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

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ANNEXURE-I

COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	161160	13430
Employer PF	19339	1612
Employer ESI	8795	733
Food and Mobile Allowance	24000	2000
HRA	6	1
Fixed CTC	**213300**	**17775**
Employee PF	19339	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19339	1612
Employer ESI	8795	733
Total Deductions	**53113**	**4426**
Net Pay Before Tax	**160187**	**13349**
Variable	86700	
Total CTC	**300000**	

Summary

Component	Monthly Earning
Monthly Fixed Pay	**Rs.13347**
Monthly Variable Pay (@100% Performance)	**Rs.7225**
Monthly Fixed Allowance (For Petrol Expense)	**Rs.2600**
Total Monthly Payout	**Rs.23172**

Clarifications

- **Professional tax** - Rs 200 per month
- **Income tax** - As per applicable law
- **ESI Contribution** - 4.75% of Gross
- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution

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- **Variable Pay -** is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout – this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding.**

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,

Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (*full name*) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:

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JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 1 May 2019

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solutions at your fingertips.
mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN NO : U72200TN2009PTC073229
TIN NO : 33460948062
CST NO : 1247998
GSTIN : 33AAGCM2881E1ZA

01-Sep-2018

Dear Misba Fathima

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company

for mcAMDOIS Tech Solutions Private Limited

Gayathri Ramesh
Administrative Head

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Justdial

25-03-2019

Abdul Wahab
Chennai

Subject: **LETTER OF OFFER**

Dear Abdul Wahab,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

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Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Abdul Wahab	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly**	**Monthly**
	(First 3 months)	**(4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Sathya
Chennai

Subject: **LETTER OF OFFER**

Dear Sathya,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai.**
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

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Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Sathya	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

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INFORMATION TECHNOLOGY

solutions at your fingertips

mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN NO : U72200TN2009PTC073229
TIN NO : 33460948062
CST NO : 1347998
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Aathira Shaji

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh

Administrative Head

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NSE
NSEIT

To

18.02.2019

Mr. Abdul Hameed K
Roll No: 110115205002

Dear Abdul Hameed K

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

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No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasann@nseit.com

ninjacart

26 March 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear Abdul Razzack M,

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade Sales** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). The key terms & conditions are given below.

Offer Acceptance, Reporting & Joining date: Upon your acceptance of the terms hereof, the effective date of joining will be **1 May 2019**. Upon joining you shall be reporting to **Territory Sales Manager - General Trade**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn

2. **Place of Work:** Your initial place of posting will be in **Chennai**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary

3. **Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. **WORK & DUTIES**

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. **REMUNERATION**

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

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Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

I. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

I. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days,** company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

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decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

... company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the ...vailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

I. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets

b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers

c) Information designated as confidential, or which information is reasonably known to be confidential

d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

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If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

). **RESTRICTIVE COVENANTS**

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

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You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

1. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

2. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

3. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

4. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

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company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

5. **MISCELLANEOUS**

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

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ANNEXURE-I

COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	161160	13430
Employer PF	19339	1612
Employer ESI	8795	733
Food and Mobile Allowance	24000	2000
HRA	6	1
Fixed CTC	**213300**	**17775**
Employee PF	19339	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19339	1612
Employer ESI	8795	733
Total Deductions	**53113**	**4426**
Net Pay Before Tax	**160187**	**13349**
Variable	86700	
Total CTC	**300000**	

Summary

Component	**Monthly Earning**
Monthly Fixed Pay	**Rs.13347**
Monthly Variable Pay (@100% Performance)	**Rs.7225**
Monthly Fixed Allowance (For Petrol Expense)	**Rs.2600**
Total Monthly Payout	**Rs.23172**

Clarifications

- **Professional tax** - Rs 200 per month
- **Income tax** - As per applicable law
- **ESI Contribution** - 4.75% of Gross
- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution

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- **Variable Pay** - is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout – this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding.**

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,

63Ideas Infolabs Private Limited Bangalore

Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (*full name*) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:

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JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 1 May 2019

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Afeerunnisa.A (BE - IT)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram, Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

solutions at your fingertips.
mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN NO : U72200TN2009PTC073229
TIN NO : 33460948067
CST NO : 1247998
GSTIN : 33AAGCM2081E1ZA

01-Sep-2018

Dear Afrina Siddiqua H

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for mcAMDOIS Tech Solutions Private Limited

Gayathri Ramesh
Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Ahamed Rizvan A
Chennai

Subject: **LETTER OF OFFER**

Dear Ahamed Rizvan A,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Ahamed Rizvan A	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly** (First 3 months)	**Monthly** (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Asiya.M.K (BE - IT)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Asraf Ali H
Chennai

Subject: **LETTER OF OFFER**

Dear ASraf Ali H

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Asraf Ali H	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
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Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
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Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN NO : U72200TN2009PTC073229
TIN NO : 33460948062
CST NO : 1247988
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Elavarasan P. S

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh

Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Ijaz Ahmed (BE - IT)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram, Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

KappSoft

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Mohamed Sameem M,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Mr. Mohamed Sameem M

Signature:

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on**10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name **Mr. Mohamed Sameem M**
Date of Signature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Mohamed Shameer T
Chennai

Subject: **LETTER OF OFFER**

Dear Mohamed Shameer T,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
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3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

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

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohamed Shameer T	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly** (First 3 months)	**Monthly** (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations

An INTELLIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Mohammed Ajmal Khan J,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

EXNOVATIONS DIGITAL SERVICES LLP

#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205
5th Floor, EEC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIZIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

...solutions at your fingertips

mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN NO : U72200TN2008PTC071329
TIN NO : 33460948062
CST NO : 1247998
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Mohammed Naghid C

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh

Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Mohammed Taha N
Chennai

Subject: **LETTER OF OFFER**

Dear Mohammed Taha N,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

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2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai.**
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohammed Taha N	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly**	**Monthly**
	(First 3 months)	**(4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

IFELSE TECHSMART SOLUTIONS PRIVATE LIMITED
CIN: U72900TN2021PTC141576
#16/4, Salai Street, Choolai, Chennai, TN, India 600112
www.ifelsetech.com | info@ifelsetech.com | +91 98848 99868

Dated: **05th Mar 2019**

To
Ms. Nasreen Fathima N
Roll No: 110115205019 **College : Aalim Muhammed Salegh College of Engineering**

Sub. : Appointment Letter for the Post of Full Stack Web Developer (Full Time).

Dear **Ms. Nasreen Fathima N,**

Based on your outstanding performance during your internship at **IFELSE TECHSMART SOLUTIONS**, we are pleased to extend a job offer for the role of **Full Stack Web Developer** in our establishment effective from 01st July 2019.

Your annual Cost to the company(CTC) will be **3,xx,xxx INR.**
(Final value will be based on the Internship the students are going trough)

Terms and conditions

Your Employment shall be "at will," meaning that either you or the Company shall be entitled to terminate your Employment at any time and in a manner specified below for any reason, with or without Cause. Any contrary representations that may have been made to you shall be superseded by this Agreement.

This Agreement shall constitute the full and complete agreement between you and the Company on the "at-will" nature of your Employment, which may only be changed in an express written agreement signed by you and a duly authorized officer of the Company. Your employment may be terminated at the instance of either party only by giving to the other party 3 calendar months' prior written notice provided that the Company may if it shall so choose pay 3 months' prior written notice or salary in lieu thereof.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by ifelse or an appropriate third party, and the results of such background checks being favorable in ifelse's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by ifelse. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

You may be required to work from Monday to Friday or Monday to Saturday as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements and for the proper discharge of the Employee's duties. You may also be required to attend duties on Public Holidays as per the exigencies of work. However, the maximum number of working hours per week shall not exceed the provisions of the applicable law. In the event that you are required to work for more than 48 hours in a week, you shall be informed of the same by your immediate supervisor.

You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement. In connection with your Employment, you shall not use or disclose any trade secrets or other proprietary information or intellectual property in which you or any other person has any right, title or interest and your Employment will not infringe or violate the rights of any other person.

You represent and warrant to the Company that you have returned all property and confidential

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

You shall not, during the continuance of this engagement, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the Company, but shall devote your time, attention and abilities exclusively to the performance of your duties hereunder and shall in all respects obey and conform to the Company's orders and regulations, and well and faithfully serve the Company, and use best endeavors to promote the interests hereof, and of the business in which you shall for the time being be engaged. During such time as you may be engaged in connection with the business of any of the Associated Companies you shall at all times readily conform to obey and execute all lawful orders which may be issued to you by such Associated Company. You shall not, unless directed by the company, either during the continuance of this engagement or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property.

If required by the Company, during or after the Employment Period, you shall assign and transfer in favor of the Company or, at the request of the Company, in favor of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials.

In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of the Company or of any other third party/s.

If at any time hereafter it shall be agreed between the Company and yourself that an alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on. You shall not do or indulge in any of the following, without the prior written consent of the Company: (a) Compete: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company; (b) Solicit Business: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not solicit, endeavor to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company; (c) Solicit Personnel: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company irreparable injury. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You agree to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service. If you are at any time found to be guilty of misconduct, commit any breach of this Agreement, or refuse or willfully neglect to perform to the satisfaction of the Company or any of the Associated Companies in connection with whose business you may be engaged all or any of the duties devolving upon you under this Agreement, the Company may at once, without any previous notice, terminate your appointment. Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity. No provision of this Agreement shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by you and by an authorized officer of the Company (other than you). Notwithstanding the above, in the event of a change in role, grades, promotions or other changes made in your employment and informed to you by the authorised officer of the Company, the applicable policies to such change in role, grades, promotion or other employment changes (for e.g. Notice Policy, Reimbursement Policy) shall apply to you from the effective date of such change. To that extent, such change in applicable policies will be considered an amendment of this Agreement and your continued employment will be constituted as agreement to applicable policies from time to time. No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

If you agree to these terms and conditions, may we request you to sign the copy of this letter in token of your acceptance.

Yours sincerely,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Mohammed Aadil H.,
C.E.O

DECLARATION

I have read and understood the above terms and conditions and agree to abide by the same.

Nasreen Fathima N

exnovations
An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Navin Kumar K,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELLIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Preethi.K.P (BE - IT)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Shabaz Khan.Y (BE - IT)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Shahul Hameed N
Chennai

Subject: **LETTER OF OFFER**

Dear Shahul Hameed N,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Shahul Hameed N	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	20000	25000

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Shirin Fathima.M (BE - IT)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

infosign

BE DESIGN THE FUTURE

Offer Letter

September 20th ,2018

Syed Ammal.I

Chennai

Dear Syed Ammal.I

Congratulations!

We are pleased to Offer you employment at **Infodsign.** We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as **" Trainee Software Developer"**

Your Annual Total Compensation will be INR **2,00,000 PA(Two Lacs only)** at time of your probation Period (6Months). After successful completion of your probation period, you will appoint as permanent employee.

The D.O.J. will inform you shortly. At the time of joining please submit the photocopy of following documents

1. Degree Certificate photocopies in support of your educational qualification
2. 5 Passport size photograph
3. Address proof and Id proof (Aadhaar Card)
4. PAN Card

Kindly sign the duplicate copy of this letter and return it as a token of acceptance

Regards,

Nisha

Nisha

Senior Executive-HR

Accepted

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Vignesh G
Chennai

Subject: **LETTER OF OFFER**

Dear Vignesh G,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Vignesh G	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly** (First 3 months)	**Monthly** (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

26 March 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear Zainul Arifeen J,

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade Sales** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). The key terms & conditions are given below.

1. **Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms hereof, the effective date of joining will be **1 May 2019**. Upon joining you shall be reporting to **Territory Sales Manager - General Trade**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn

2. **Place of Work:** Your initial place of posting will be in **Chennai**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary

3. **Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. WORK & DUTIES

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. REMUNERATION

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

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COLLEGE OF ENGINEERING

Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days,** company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

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decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

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company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

(a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets

(b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers

(c) Information designated as confidential, or which information is reasonably known to be confidential

(d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

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If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

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You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

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company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. **MISCELLANEOUS**

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

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ANNEXURE-I

COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	161160	13430
Employer PF	19339	1612
Employer ESI	8795	733
Food and Mobile Allowance	24000	2000
HRA	6	1
Fixed CTC	**213300**	**17775**
Employee PF	19339	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19339	1612
Employer ESI	8795	733
Total Deductions	**53113**	**4426**
Net Pay Before Tax	**160187**	**13349**
Variable	86700	
Total CTC	**300000**	

Summary

Component	Monthly Earning
Monthly Fixed Pay	**Rs.13347**
Monthly Variable Pay (@100% Performance)	**Rs.7225**
Monthly Fixed Allowance (For Petrol Expense)	**Rs.2600**
Total Monthly Payout	**Rs.23172**

Clarifications

- **Professional tax -** Rs 200 per month
- **Income tax** - As per applicable law
- **ESI Contribution -** 4.75% of Gross
- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution

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- **Variable Pay -** is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout – this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding.**

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,

Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (*full name*) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:

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JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 1 May 2019

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COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Aswin Kumar.S (BE - IT)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

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COLLEGE OF ENGINEERING

ELECTRONICS & COMMUNICATION ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Aakif Ah Jabeen (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
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- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

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COLLEGE OF ENGINEERING

Justdial

25-03-2019

Abdul Bari N
Chennai

Subject: **LETTER OF OFFER**

Dear Abdul Bari N,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:
1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

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Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Abdul Bari N	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

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Solutions at your fingertips

mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN. NO : U72200TN2009PTC073229
TIN. NO : 33460948062
CST. NO : 1247998
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Abdul Kadar M

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh
Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : ABDUL KALAM AZAD JH

Reg No : 110115106004

College : Aalim Muhammed Salegh College of Engineering

Dear Abdul Kalam Azad J.H

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel : 91-44-4223 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Abdul Rahim R
Chennai

Subject: **LETTER OF OFFER**

Dear Abdul Rahim R,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Abdul Rahim R	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	20000	25000

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

solutions at your fingertips

mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN. NO : U72200TN2009PTC073229
TIN. NO : 33460948062
CST NO : 1247998
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Abivandhna B S

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh
Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Afridi.V.S (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner .

CONFIDENTIAL

Date: 05/03/2019

To

Name : Ahamed Rasim H

Reg No : 110115106008

College : Aalim Muhammed Salegh College of Engineering

Dear Ahamed Rasim H .

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

solutions at your fingertips.
mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN. NO : U72200TN2009PTC073220
TIN. NO : 33460948062
CST. NO : 1247998
GSTIN : 33AAGCM2003E1ZA

01-Sep-2018

Dear Ahamed Rasmi Z

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh
Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NSE
NSEIT

To

18.02.2019

Mr. Ajith Kumar M
Roll No: 110115106010

Dear Ajith Kumar M

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasan@nseit.com

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Alfia Fathima.D (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Aliya Sheerin.KM (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Anbarasu E
Chennai

Subject: **LETTER OF OFFER**

Dear Anbarasu E,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Anbarasu E	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly**	**Monthly**
	(First 3 months)	**(4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

26 March 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear Aslam Farhan M,

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade Sales** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). The key terms & conditions are given below.

1. **Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms hereof, the effective date of joining will be **1 May 2019**. Upon joining you shall be reporting to **Territory Sales Manager - General Trade**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn

2. **Place of Work:** Your initial place of posting will be in **Chennai**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary

3. **Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. **WORK & DUTIES**

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. **REMUNERATION**

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ninjacart

company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

(a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets

(b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers

(c) Information designated as confidential, or which information is reasonably known to be confidential

(d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

PRINCIPAL
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COLLEGE OF ENGINEERING

ninjacart

You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

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company. Any dispules that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. **MISCELLANEOUS**

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

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ANNEXURE-I

COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	161160	13430
Employer PF	19339	1612
Employer ESI	8795	733
Food and Mobile Allowance	24000	2000
HRA	6	1
Fixed CTC	**213300**	**17775**
Employee PF	19339	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19339	1612
Employer ESI	8795	733
Total Deductions	**53113**	**4426**
Net Pay Before Tax	**160187**	**13349**
Variable	86700	
Total CTC	**300000**	

Summary

Component	Monthly Earning
Monthly Fixed Pay	**Rs.13347**
Monthly Variable Pay (@100% Performance)	**Rs.7225**
Monthly Fixed Allowance (For Petrol Expense)	**Rs.2600**
Total Monthly Payout	**Rs.23172**

Clarifications

- **Professional tax** - Rs 200 per month
- **Income tax -** As per applicable law
- **ESI Contribution** - 4.75% of Gross
- **PF contribution -** 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution

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- **Variable Pay** - is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout – this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding.**

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,

Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (*full name*) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:

ninjacart

JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 1 May 2019

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solutions at your fingertips

mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN. NO : U72200TN2009PTC073229
TIN. NO : 33460948092
CST NO : 1247998
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Athif Ahamed J

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh

Administrative Head

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KappSoft®

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Balaji P,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R
Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

No: 935/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084|Nemail: info@kappsoft.com | website: www.kappsoft.com

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Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Mr. Balaji P

Signature:

Date of Signature:

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Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on **10.06.2019 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

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4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

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8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name:**Mr. Balaji P**
Date of Signature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

PRINCIPAL
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COLLEGE OF ENGINEERING

Justdial

25-03-2019

Balamurugan G
Chennai

Subject: **LETTER OF OFFER**

Dear Balamurugan G,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
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COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Balamurugan G	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly**	**Monthly**
	(First 3 months)	**(4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

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COLLEGE OF ENGINEERING

NSE
NSEIT

18.02.2019

To
Mr. Balu Robinson V
Roll No: 110115106018

Dear Balu Robinson V

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasann@nseit.com

Justdial

25-03-2019

Fahim Malim F
Chennai

Subject: **LETTER OF OFFER**

Dear Fahim Malim F,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

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COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Fahim Malim F	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly** (First 3 months)	**Monthly** (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Faizal Hasan.S (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Faizan Ahmed .O

Reg No : 110115106022

College : Aalim Muhammed Salegh College of Engineering

Dear Faizan Ahmed .O

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel : 91-44-4223 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

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COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Farhana Shahin.E (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

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solutions at your fingertips
mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN. NO : U72200TN2009PTC073229
TIN. NO : 33460948062
CST. NO : 1247098
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Fathima Beevi M

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh
Administrative Head

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COLLEGE OF ENGINEERING

IFELSE TECHSMART SOLUTIONS PRIVATE LIMITED
CIN: U72900TN2021PTC141579
#16/4, Salai Street, Choolai, Chennai, TN, India 600112
www.ifelsetech.com | info@ifelsatech.com | +91 98848 99868

Dated: **05th Mar 2019**

To
Mr. Fayaz Khan F M
Roll No:110115106026

College : Aalim Muhammed Salegh College of Engineering

Sub. : Appointment Letter for the Post of Full Stack Web Developer (Full Time).

Dear **Mr. Fayaz Khan F M,**
Based on your outstanding performance during your internship at **IFELSE TECHSMART SOLUTIONS**, we are pleased to extend a job offer for the role of **Full Stack Web Developer** in our establishment effective from 01st July 2019.

Your annual Cost to the company(CTC) will be **3,xx,xxx INR.**
(Final value will be based on the Internship the students are going trough)

Terms and conditions

Your Employment shall be "at will," meaning that either you or the Company shall be entitled to terminate your Employment at any time and in a manner specified below for any reason, with or without Cause. Any contrary representations that may have been made to you shall be superseded by this Agreement.

This Agreement shall constitute the full and complete agreement between you and the Company on the "at-will" nature of your Employment, which may only be changed in an express written agreement signed by you and a duly authorized officer of the Company. Your employment may be terminated at the instance of either party only by giving to the other party 3 calendar months' prior written notice provided that the Company may if it shall so choose pay 3 months' prior written notice or salary in lieu thereof.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by ifelse or an appropriate third party, and the results of such background checks being favorable in ifelse's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by ifelse. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

You may be required to work from Monday to Friday or Monday to Saturday as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements and for the proper discharge of the Employee's duties. You may also be required to attend duties on Public Holidays as per the exigencies of work. However, the maximum number of working hours per week shall not exceed the provisions of the applicable law. In the event that you are required to work for more than 48 hours in a week, you shall be informed of the same by your immediate supervisor.

You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement. In connection with your Employment, you shall not use or disclose any trade secrets or other proprietary information or intellectual property in which you or any other person has any right, title or interest and your Employment will not infringe or violate the rights of any other person.

You represent and warrant to the Company that you have returned all property and confidential

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information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

You shall not, during the continuance of this engagement, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the Company, but shall devote your time, attention and abilities exclusively to the performance of your duties hereunder and shall in all respects obey and conform to the Company's orders and regulations, and well and faithfully serve the Company, and use best endeavors to promote the interests hereof, and of the business in which you shall for the time being be engaged. During such time as you may be engaged in connection with the business of any of the Associated Companies you shall at all times readily conform to obey and execute all lawful orders which may be issued to you by such Associated Company. You shall not, unless directed by the company, either during the continuance of this engagement or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property.

If required by the Company, during or after the Employment Period, you shall assign and transfer in favor of the Company or, at the request of the Company, in favor of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials.

In performance of your duties and responsibilities you shall not use or infringe any Intellectual Property or rights of the Company or of any other third party/s.

If at any time hereafter it shall be agreed between the Company and yourself that an alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on. You shall not do or indulge in any of the following, without the prior written consent of the Company: (a) Compete: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company; (b) Solicit Business: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not solicit, endeavor to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company; (c) Solicit Personnel: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or

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COLLEGE OF ENGINEERING

otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company irreparable injury. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You agree to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service. If you are at any time found to be guilty of misconduct, commit any breach of this Agreement, or refuse or willfully neglect to perform to the satisfaction of the Company or any of the Associated Companies in connection with whose business you may be engaged all or any of the duties devolving upon you under this Agreement, the Company may at once, without any previous notice, terminate your appointment. Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity. No provision of this Agreement shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by you and by an authorized officer of the Company (other than you). Notwithstanding the above, in the event of a change in role, grades, promotions or other changes made in your employment and informed to you by the authorised officer of the Company, the applicable policies to such change in role, grades, promotion or other employment changes (for e.g. Notice Policy, Reimbursement Policy) shall apply to you from the effective date of such change. To that extent, such change in applicable policies will be considered an amendment of this Agreement and your continued employment will be constituted as agreement to applicable policies from time to time. No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

If you agree to these terms and conditions, may we request you to sign the copy of this letter in token of your acceptance.

Yours sincerely,

Mohammed Aadil H.,
C.E.O

DECLARATION

I have read and understood the above terms and conditions and agree to abide by the same.

Fayaz Khan F M.

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KappSoft

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 25.03.19

Dear Geethalakshmi V,

Congratulations and Welcome to the family of Kappsoft Systems Private Limited.

We have reviewed your candidature and we are pleased to offer you the employment as **AI Prompt Engineer** in the **Development Department** of Kappsoft Systems Private Limited.

This Offer Letter provides you with details of your monetary benefits and the Terms and Conditions of your Employment in our organization.

There is an Employment Agreement attached to and forming part of this offer letter.Please bring along with you the original documents specified per the list attached to enable our talent team representative to complete the joining formalities.

To accept ths letter, sign and date this letter as indicated below and email it back to us no later than three working days hence forth. This letter will be null and void should you fail to acknowledge within the stipulated time frame.

Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

We look forward to welcoming you to our team. Feel free to contact hr@kappsoft.com if you have any queries or concerns.

We are excited for you to join Kappsoft, embark on a successful career, and do your part to make a difference in the world.

Authorized Signatory

Nandhini R
Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

No: 935/4, Periyar E.V.R Salai, Purasaiwakkam, Chennai, TN - 600084|Email: info@kappsoft.com | website: www.kappsoft.com

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Encl.: Schedules referred to above and the documents list in Employment Agreement.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I havereceived.

Name: Ms. Geethalakshmi V

Signature:

Date of Signature:

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KappSoft

KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on **10.06.19 or on your date of joining.**
Specified date or such other date that at your request the organization may at its sole discretion, agree in writing.
On the employment start date please meet our talent representative at the following address at 9.30a.m

Address : No.935/4 5th Floor, Emarald G.K.S Towers, Poonamallee High Road, Pursaiwakkam Chennai TN – 600084.

2. Workinghours

The Regular working hours are 9.30a.m to 6.00p.m, Monday through Friday. Any change in the working hours of the Company as may be announced from time to time, will be applicable to you. To meet dead lines on delivery and to meetclient requirement syoumay be required to work beyond regular working hours.

3. Remuneration

Fixed Remuneration
Upon joining the Organisation, your total annual fixed Remuneration for the year is **INR 1,80,000/-**
Your remuneration and perks at the start of your employment.
Your remuneration is the total amount of money that the Organisation must payyou for carryingout the terms of your employment contract (including your grant of rights in favour of the Organisation under this Employment Contract). If the employment is just for a portion of the appropriate term, the remuneration will be prorated. You are only entitled for the appropriate benefits that are part of the Remuneration while your employment with the Organization. Unless otherwise expressly agreed in writing by the Organization, you must be in the Organization's employee at the time of remittance to receive the applicable items of Remuneration. You are not owed any non-committed or discretionary payments unless they are required by law.

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4. Medical Fitness

Your employment with the Organization is always contingent on your being medically fit to execute the Organization's services. You promise to quickly notify the Organization in writing if your health condition changes and you are medically unable to do your job for the Organization.

5. Tax and Compliance

In respect of all payments made to you under this letter, it is your obligation to comply with all Indian tax regulations, including tax compliance and the filing of personal tax returns. You will be responsible for any taxes associated with any payments made in response to this letter. The company will deduct tax based on any payments that require the employer to make such a deduction in line with the Tax Laws.

6. Probationary and Notice Period

You will initially be on probation for a period of 3months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. This probation period would be computed excluding any leave that you may take, for any reason during the three months immediately following the date of commencement of employment. During the probation period, either you or the Organization may terminate your employment at anytime for no cause. The prior of **two month notices** has to be served for resignation of the employment.

7. Background check and Verification

The Organization has consented to engage in this Employment Contract based on the information you have submitted. You confirm that any information supplied by you for the purpose of applying for employment with the Organization; or during your employment with the Organization, is substantially truthful, accurate, and not misleading. Anychanges to the Employee Information shall be communicated to the Organization in writing without undue delay.

You consent to the Organization performing verification checks on its own or through third parties for thispurpose.

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8. Intellectual Property Rights

All Data and Intellectual Property and assets regarding or belonging to the Organization you create, make, or discover any Intellectual Property, or participate in the creation, making, or discovery of any Intellectual Property, you agree to promptly make complete written disclosure of such Intellectual Property to the Organization and acknowledge that all such Intellectual Property constitute works for hire or work screated in the course of employment and, in anycase, belong exclusively to the Organisation or its nominee.

9. Confidential Information

Information including the privacy and security data of the Employers, Employees, Partners, Client, Customers, projects and all the people in relation to the Organisation must be confidential unless the person will be prosecuted under Law. You are required to execute a Non Disclosure Agreement on the date of your joining.

10. Documents required

You are required to provide the following necessary documentation when you join.

a) Bachelor'sCertificate (Original)
b) Master'sCertificate (Original)
c) AadharCard(copy)
d) Pan Card& Bank accountdetails
e) 1 Passport size Photo
f) Pay Slip from previousemployer.

Accepted,
Signature:

Name **Ms. Geethalakshmi V**
Date of Signature:

Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.

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COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Gulnaaz Fathima.J (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

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COLLEGE OF ENGINEERING

IFELSE TECHSMART SOLUTIONS PRIVATE LIMITED
CIN: U72900TN2021PTC141576
#16/4, Salai Street, Choolai, Chennai, TN, India 600112.
www.ifelsetech.com | info@ifelsetech.com | +91 98848 99868

Dated: **05th Mar 2019**

To
Mr. Hafizul Rahman R
Roll No: 110115106030 **College : Aalim Muhammed Salegh College of Engineering**

Sub. : Appointment Letter for the Post of Full Stack Web Developer (Full Time).

Dear **Mr Hafizul Rahman R**
Based on your outstanding performance during your internship at **IFELSE TECHSMART SOLUTIONS**, we are pleased to extend a job offer for the role of **Full Stack Web Developer** in our establishment effective from 01st July 2019.

Your annual Cost to the company(CTC) will be **3,xx,xxx INR.**
(Final value will be based on the internship the students are going trough)

Terms and conditions

Your Employment shall be "at will," meaning that either you or the Company shall be entitled to terminate your Employment at any time and in a manner specified below for any reason, with or without Cause. Any contrary representations that may have been made to you shall be superseded by this Agreement.

This Agreement shall constitute the full and complete agreement between you and the Company on the "at-will" nature of your Employment, which may only be changed in an express written agreement signed by you and a duly authorized officer of the Company. Your employment may be terminated at the instance of either party only by giving to the other party 3 calendar months' prior written notice provided that the Company may if it shall so choose pay 3 months' prior written notice or salary in lieu thereof.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by ifelse or an appropriate third party, and the results of such background checks being favorable in ifelse's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by ifelse. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

You may be required to work from Monday to Friday or Monday to Saturday as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements and for the proper discharge of the Employee's duties. You may also be required to attend duties on Public Holidays as per the exigencies of work. However, the maximum number of working hours per week shall not exceed the provisions of the applicable law. In the event that you are required to work for more than 48 hours in a week, you shall be informed of the same by your immediate supervisor.

You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement. In connection with your Employment, you shall not use or disclose any trade secrets or other proprietary information or intellectual property in which you or any other person has any right, title or interest and your Employment will not infringe or violate the rights of any other person.

You represent and warrant to the Company that you have returned all property and confidential

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information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

You shall not, during the continuance of this engagement, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the Company, but shall devote your time, attention and abilities exclusively to the performance of your duties hereunder and shall in all respects obey and conform to the Company's orders and regulations, and well and faithfully serve the Company, and use best endeavors to promote the interests hereof, and of the business in which you shall for the time being be engaged. During such time as you may be engaged in connection with the business of any of the Associated Companies you shall at all times readily conform to obey and execute all lawful orders which may be issued to you by such Associated Company. You shall not, unless directed by the company, either during the continuance of this engagement or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property.

If required by the Company, during or after the Employment Period, you shall assign and transfer in favor of the Company or, at the request of the Company, in favor of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials.

In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of the Company or of any other third party/s.

If at any time hereafter it shall be agreed between the Company and yourself that an alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on. You shall not do or indulge in any of the following, without the prior written consent of the Company: (a) Compete: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company; (b) Solicit Business: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not solicit, endeavor to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company; (c) Solicit Personnel: During the Employment Period and for a period of at least five (5) years after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or

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COLLEGE OF ENGINEERING

otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings. You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company irreparable injury. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You agree to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service. If you are at any time found to be guilty of misconduct, commit any breach of this Agreement, or refuse or willfully neglect to perform to the satisfaction of the Company or any of the Associated Companies in connection with whose business you may be engaged all or any of the duties devolving upon you under this Agreement, the Company may at once, without any previous notice, terminate your appointment. Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity. No provision of this Agreement shall be modified, waived or discharged unless the modification, waiver or discharge is agreed to in writing and signed by you and by an authorized officer of the Company (other than you). Notwithstanding the above, in the event of a change in role, grades, promotions or other changes made in your employment and informed to you by the authorised officer of the Company, the applicable policies to such change in role, grades, promotion or other employment changes (for e.g. Notice Policy, Reimbursement Policy) shall apply to you from the effective date of such change. To that extent, such change in applicable policies will be considered an amendment of this Agreement and your continued employment will be constituted as agreement to applicable policies from time to time. No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

If you agree to these terms and conditions, may we request you to sign the copy of this letter in token of your acceptance.

Yours sincerely,

Mohammed Aadil H.,
C.E.O

DECLARATION

I have read and understood the above terms and conditions and agree to abide by the same.

Hafizul Rahman R

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Hajira Bagum.M.S (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Gmail

Ravikumar Raju <raviams@gmail.com>

You (Hajira Fathima.A.J) , have been selected for the Job Opening position of Client Care Engineer / BDE, ,Should Submit Bank Guarantee (BG) on or before 20 - April, 2019

1 message

Magdoom - HR <magdoomali@glenwoodsystems.com> Sun, Mar 31, 2019 at 4:13 PM
To: abduljameel6@gmail.com
Cc: Ravikumar Raju <raviams@gmail.com>

Dear Hajira Fathima.A.J

Greetings from L-Cube Innovative Solutions Pvt. Ltd. !!!

- We are pleased to Inform you that you have been selected for the job Opening position of **Client Care Engineer / BDE** 2019 batch.

- You are here by informed that you have to submit the 2 years **"BANK GUARANTEE "(BG)** of 1 lakh (One Lakh rupees), **on or before 20- April 2019.**

- Please find in attach copy of BG format , you can show the same to the bank & make the BG

- Please find in attachment **2 years "SERVICE AGREEMENT" (SA)** soft copy, as informed kindly make SA along with BG & **submit both in our Chennai office on or before the deadline of 20- April 2019.**

For any Further clarifications please call me

Thanks & Regards,

SK.Magdoom.

HR Generalist.

7550029699

L-Cube Innovative Solutions Pvt. Ltd.

 # 1148, I - Block, 6th Avenue ,

Anna Nagar West,

Chennai - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

DISCLAIMER:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Hameed Banu.I (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

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- 10th,12th and UG/PG education certificates – (whichever completed)
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- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

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Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

solutions at your fingertips
mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN. NO : U72200TN2009PTC073229
TIN. NO : 33460948062
CST. NO : 1247988
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Hameed Nilam A

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh
Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Hameedullah.M (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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- Pan Card- Mandatory to open bank account.
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Intech Systems Chennai Pvt Ltd
5-2, Guindy Industrial Estate, Chennai 600 032
+91 44 4353 8888 / +91 44 2231 1888
info@intechchennai.com
www.intechchennai.com

IS Appointment Letter Husnara Begum S 05-June-2019

Ms. Husnara Begum S,
No. 27/3, Vinayagar Koil Street,
Bharathiyar Nagar, Pattabiram,
Chennai - 600072.

Sub: Appointment Letter.

We are pleased to make this offer of Appointment for regularization subject to the Policy, Rules & Regulations of the Company.

Name	:	Husnara Begum S
Designation	:	Automation Engineer
Date of Joining	:	10-June-2019
Salary (CTC)	:	Rs. **2,06,316** /- P.A.
Annual Increment	:	As per Management's discretion
Other Perks (if any)	:	As per Company Rules

Kindly return the duplicate copy of this letter duly signed as a token of acceptance

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Authorised Engineering Distributors
An ISO 9001:2015 Company
OMRON DELTA MITSUBISHI ELECTRIC Autonics
Honeywell novotechnik Orientalmotor

Please find below the CTC Salary breakup:

Component	Monthly	Yearly
Basic Pay	3000	36000
Dearness Allowances	3000	36000
House Rent Allowances	3000	36000
Other Allowances	3000	36000
Medical Allowances	1500	18000
Transportation Allowances	1500	18000
Total	**15,000**	**1,80,000**
Employer PF	1080	12960
Employer ESI	713	8556
Mobil Bill	400	4800
CTC	**17,193**	**2,06,316**

Yours faithfully,

For Intech Systems Chennai Pvt Ltd

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Ilamparithi R V
Chennai

Subject: **LETTER OF OFFER**

Dear Ilamparithi R V,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Ilamparithi R V	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly** (First 3 months)	**Monthly** (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Infosys
Navigate your next

HRD/3T/19-20/12902421 September 6, 2019

Ms. Ishrath Jabeen Syed Ikbal
Candidate ID: 12902421
No.11, Second Street,
Somasundaram Nagar, Pallavaram
Chennai - 600043
Tamil Nadu
India
Ph: (91) 99624 52007

Dear Ishrath,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020.**

Location

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

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

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

Training Period:

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

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Company Confidential: This communication is confidential between you and Infosys Limited.

Justdial

25-03-2019

Jainul Afrath M
Chennai

Subject: **LETTER OF OFFER**

Dear Jainul Afrath M,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Jainul Afrath M	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly** (First 3 months)	**Monthly** (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
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Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
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Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Janani.V (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Jebima Jacquiline.J.S (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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Yours sincerely,

Talent Acquisition
Sutherland

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Jenifer.A (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

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Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

HEXAWARE

Letter of Intent

06th Nov, 2018

Kalai Selvi
Aalim Muhammed Salegh College of Engineering
Chennai

Dear Kalai Selvi,

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

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

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

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

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campus2018@hexaware.com confirming your interest in joining Hexaware.

Truly yours,

For Hexaware Technologies Limited

Satish Warrier
Associate General Manager

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Kavikaran V
Chennai

Subject: **LETTER OF OFFER**

Dear Kavikaran V,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

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3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Kavikaran V	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly** (First 3 months)	**Monthly** (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Kuraisha Shabana.P.A (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Cognizant

26-Feb-2019

Dear Madhubala S,
B.Tech/B.E., Electronics and Communication Engineering
Aalim Muhammed Salegh College of Engineering

Candidate ID – 13001729

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A.**

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bothavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Cognizant

Annexure A

Name: Madhubala S **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Cognizant

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https://lanecognizant.cognizant.com>Total Rewards App for more details

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NSE
NSEIT

To

18.02.2019

Mr. Manikandan R
Roll No: 110115106051

Dear Manikandan R

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasan@nseit.com

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear MD Affan.C (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NSE
NSEIT

To

18.02.2019

Mr. MD Arshath Khan K A
Roll No: 110115106018

Dear MD Arshath Khan K A

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasann@nseit.com

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Mohamed Ejaz M

Reg No : 110115106054

College : Aalim Muhammed Salegh College of Engineering

Dear Mohamed Ejaz M

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
Third Year	Rs 33,000/-
Fourth Year	Rs 40,000/-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Intech Systems Chennai Pvt Ltd
S-2, Guindy Industrial Estate, Chennai 600 032
+91 44 4353 8888 / +91 44 2231 1888
info@intechchennai.com
www.intechchennai.com

IS Appointment Letter Mohamed Eliyas S 05-June-2019

Mr. Mohamed Eliyas S,
No. 3B, Lakshmi Nagar,
New Modern School, Thrininravur,
Chennai - 602024.

Sub: Appointment Letter.

We are pleased to make this offer of Appointment for regularization subject to the Policy, Rules & Regulations of the Company.

Name	:	Mohamed Eliyas S
Designation	:	Automation Engineer
Date of Joining	:	10-June-2019
Salary (CTC)	:	Rs. **2,06,316** /- P.A.
Annual Increment	:	As per Management's discretion
Other Perks (if any)	:	As per Company Rules

Kindly return the duplicate copy of this letter duly signed as a token of acceptance

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Authorised Engineering Distributors
An ISO 9001:2015 Company
OMRON INNU DELTA MITSUBISHI ELECTRIC Autonics
Honeywell novotechnik ipa Orientalmotor INNU LED

Please find below the CTC Salary breakup:

Component	Monthly	Yearly
Basic Pay	3000	36000
Dearness Allowances	3000	36000
House Rent Allowances	3000	36000
Other Allowances	3000	36000
Medical Allowances	1500	18000
Transportation Allowances	1500	18000
Total	**15,000**	**1,80,000**
Employer PF	1080	12960
Employer ESI	713	8556
Mobil Bill	400	4800
CTC	**17,193**	**2,06,316**

Yours faithfully,

For Intech Systems Chennai Pvt Ltd

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Mohamed Jaffer S M

Reg No : 110115106056

College : Aalim Muhammed Salegh College of Engineering

Dear Mohamed Jaffer S.M

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel. : 91-44-4227 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

NSE
NSEIT

To

18.02.2019

Mr. Mohamed Mujammil M
Roll No: 110115106057

Dear Mohamed Mujammil M

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasan@nseit.com

Cognizant

26-Feb-2019

Dear Mohamed Nainar Zubair,
B.Tech/B.E., Electronics and Communication Engineering
Aalim Muhammed Salegh College of Engineering

Candidate ID – 13001971

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant").**

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavendu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions

Signature : Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Cognizant

Annexure A

Name: Mohamed Nainar Zubair **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

PRINCIPAL
ALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Cognizant

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https://onecognizant.cognizant.com>>Total Rewards App for more details

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Mohamed Rasif M
Chennai

Subject: **LETTER OF OFFER**

Dear Mohamed Rasif M,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohamed Rasif M	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly**	**Monthly**
	(First 3 months)	**(4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

26 March 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear Mohammed Anas S,

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade Sales** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). The key terms & conditions are given below.

1. **Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms hereof, the effective date of joining will be **1 May 2019**. Upon joining you shall be reporting to **Territory Sales Manager - General Trade**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn

2. **Place of Work:** Your initial place of posting will be in **Chennai**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary

3. **Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. WORK & DUTIES

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. REMUNERATION

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

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Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

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decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

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company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

(a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets

(b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers

(c) Information designated as confidential, or which information is reasonably known to be confidential

(d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

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If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

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You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

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company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. **MISCELLANEOUS**

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

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ANNEXURE-I

COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	161160	13430
Employer PF	19339	1612
Employer ESI	8795	733
Food and Mobile Allowance	24000	2000
HRA	6	1
Fixed CTC	**213300**	**17775**
Employee PF	19339	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19339	1612
Employer ESI	8795	733
Total Deductions	**53113**	**4426**
Net Pay Before Tax	**160187**	**13349**
Variable	86700	
Total CTC	**300000**	

Summary

Component	Monthly Earning
Monthly Fixed Pay	**Rs.13347**
Monthly Variable Pay (@100% Performance)	**Rs.7225**
Monthly Fixed Allowance (For Petrol Expense)	**Rs.2600**
Total Monthly Payout	**Rs.23172**

Clarifications

- **Professional tax** - Rs 200 per month
- **Income tax** - As per applicable law
- **ESI Contribution** - 4.75% of Gross
- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution

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- **Variable Pay** - is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout – this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding.**

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,

Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (*full name*) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:

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JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 1 May 2019

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AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Mohammed Fazul Rahman B

Reg No : 110115106061

College : Aalim Muhammed Salegh College of Bginering

Dear Mohammed Fazul Rahman. B

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
Third Year	Rs 33,000/-
Fourth Year	Rs 40,000/-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

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COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Mohammed Ibrahim.A.H (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

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COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Mohammed Juraid

Reg No : 110115106063

College : Aalim Muhammed Salegh College of Engineering

Dear Mohammed Juraid

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
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For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel: 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner .

CONFIDENTIAL

Date: 05/03/2019

To

Name : Mohammed Razeen S M

Reg No : 110115106064

College : Aalim Muhammed Salegh College of Engineering

Dear Mohammed Razeen S.M

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

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First Year	Rs 25,000 /-
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For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

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Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel. : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

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COLLEGE OF ENGINEERING

26 March 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear Mohammed Usama Nadeem I,

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2. **Place of Work:** Your initial place of posting will be in **Chennai**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary

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You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

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You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

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Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

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decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

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company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

(a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets

(b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers

(c) Information designated as confidential, or which information is reasonably known to be confidential

(d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

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If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

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You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

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company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. **MISCELLANEOUS**

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

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ANNEXURE-I

COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	161160	13430
Employer PF	19339	1612
Employer ESI	8795	733
Food and Mobile Allowance	24000	2000
HRA	6	1
Fixed CTC	**213300**	**17775**
Employee PF	19339	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19339	1612
Employer ESI	8795	733
Total Deductions	**53113**	**4426**
Net Pay Before Tax	**160187**	**13349**
Variable	86700	
Total CTC	**300000**	

Summary

Component	Monthly Earning
Monthly Fixed Pay	**Rs.13347**
Monthly Variable Pay (@100% Performance)	**Rs.7225**
Monthly Fixed Allowance (For Petrol Expense)	**Rs.2600**
Total Monthly Payout	**Rs.23172**

Clarifications

- **Professional tax** - Rs 200 per month
- **Income tax** - As per applicable law
- **ESI Contribution** - 4.75% of Gross
- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution

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- **Variable Pay** - is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout – this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding.**

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,

Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (*full name*) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:

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JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 1 May 2019

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Justdial

25-03-2019

Mohammed Yasheer M
Chennai

Subject: **LETTER OF OFFER**

Dear Mohammed Yasheer M,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

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Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohammed Yasheer M	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly**	**Monthly**
	(First 3 months)	**(4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

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SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Mookambigai.S (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

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NSE
NSEIT

To

18.02.2019

Mr. Nagaraj R
Roll No: 110115106068

Dear Nagaraj R

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

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No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasan@nseit.com

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Naseema Parveen K

Reg No : 110115106069

College : Aalim Muhammed Salegh College of Engineering

Dear Naseema Parveen K

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel. : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

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Intech Systems Chennai Pvt Ltd
S-2, Guindy Industrial Estate, Chennai 600 032
+91 44 4353 8888 / +91 44 2231 1888
info@intechchennai.com
www.intechchennai.com

IS Appointment Letter Naveeth Mohamed M B 05-June-2019

Mr. Naveeth Mohamed M B,
No. 1093, 18th Central Cross Street,
MKB Nagar, Vyasarpadi,
Chennai - 600039.

Sub: Appointment Letter.

We are pleased to make this offer of Appointment for regularization subject to the Policy, Rules & Regulations of the Company.

Name	:	Naveeth Mohamed M B
Designation	:	Automation Engineer
Date of Joining	:	10-June-2019
Salary (CTC)	:	Rs. **2,06,316** /- P.A.
Annual Increment	:	As per Management's discretion
Other Perks (if any)	:	As per Company Rules

Kindly return the duplicate copy of this letter duly signed as a token of acceptance

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COLLEGE OF ENGINEERING

Authorised Engineering Distributors
An ISO 9001:2015 Company
OMRON inno DELTA MITSUBISHI ELECTRIC Autonics
Honeywell novotechnik ipa Orientalmotor inno LED

Please find below the CTC Salary breakup:

Component	Monthly	Yearly
Basic Pay	3000	36000
Dearness Allowances	3000	36000
House Rent Allowances	3000	36000
Other Allowances	3000	36000
Medical Allowances	1500	18000
Transportation Allowances	1500	18000
Total	**15,000**	**1,80,000**
Employer PF	1080	12960
Employer ESI	713	8556
Mobil Bill	400	4800
CTC	**17,193**	**2,06,316**

Yours faithfully,

For Intech Systems Chennai Pvt Ltd

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Pavithra.M (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Preethiga.E (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Raghavakumar G
Chennai

Subject: **LETTER OF OFFER**

Dear Raghavakumar G,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Raghavakumar G	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly**	**Monthly**
	(First 3 months)	**(4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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26 March 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear R Rajesh,

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade Sales** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). The key terms & conditions are given below.

Offer Acceptance, Reporting & Joining date: Upon your acceptance of the terms hereof, the effective date of joining will be **1 May 2019**. Upon joining you shall be reporting to **Territory Sales Manager - General Trade**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn

2. **Place of Work:** Your initial place of posting will be in **Chennai**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary

3. **Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. WORK & DUTIES

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. REMUNERATION

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

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Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment.** At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days,** company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

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decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

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company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

(a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets

(b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers

(c) Information designated as confidential, or which information is reasonably known to be confidential

(d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company.

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If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

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You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

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company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

MISCELLANEOUS

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

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ANNEXURE-I

COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	161160	13430
Employer PF	19339	1612
Employer ESI	8795	733
Food and Mobile Allowance	24000	2000
HRA	6	1
Fixed CTC	**213300**	**17775**
Employee PF	19339	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19339	1612
Employer ESI	8795	733
Total Deductions	**53113**	**4426**
Net Pay Before Tax	**160187**	**13349**
Variable	86700	
Total CTC	**300000**	

Summary

Component	Monthly Earning
Monthly Fixed Pay	**Rs.13347**
Monthly Variable Pay (@100% Performance)	**Rs.7225**
Monthly Fixed Allowance (For Petrol Expense)	**Rs.2600**
Total Monthly Payout	**Rs.23172**

Clarifications

- **Professional tax** - Rs 200 per month
- **Income tax** - As per applicable law
- **ESI Contribution** - 4.75% of Gross
- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution

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- **Variable Pay -** is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout -** Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout – this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance -** Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff -** Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding.**

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,

63Ideas Infolabs Private Limited Bangalore

Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (*full name*) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:

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JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 1 May 2019

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NSE
NSEIT

To

18.02.2019

Mr. Raj Kumar M
Roll No: 110115106075

Dear Raj Kumar M

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasan@nseit.com

Solutions at your fingertips

mcAMDOIS creates and delivers a variety of easy-to-use solutions to help customers better manage their enterprise applications.

CIN. NO : U72200TN2009PTC073229
TIN. NO : 33460948062
CST. NO : 1247998
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Roja Priyadharshini K

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh

Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Roshini.R (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

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...solutions at your fingertips

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CIN. NO : U72200TN2009PTC073229
TIN. NO : 33460948062
CST. NO : 1247998
GSTIN : 33AAGCM2001E1ZA

01-Sep-2018

Dear Ruksar M

Let me begin by saying that we are delighted to confirm our offer and make you a member of our exciting team. We are dedicated to providing opportunities, career development and advancement.

We are pleased to offer you the Software Trainee. You will be on probation for a period of three months from your date of joining, after which your position will be confirmed based on your performance.

During this probation period you will be a paid a net salary of Rs. 12,000.00 (in words, Twelve Thousand Rupees Only) every month, and you will be governed by the terms and conditions.

Should you have any questions regarding this offer, please contact us as soon as possible.

Let me thank you once again for considering our Company.

for **mcAMDOIS Tech Solutions Private Limited**

Gayathri Ramesh
Administrative Head

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CENTRE FOR UNIVERSITY – INDUSTRY COLLABORATION
ANNA UNIVERSITY, CHENNAI – 600025

Dr. T. Thyagarajan
Professor & Director

08.12.2018

AU-CUIC – TNSLPP – INFOSYS - CHENNAI ZONE - SELECTED STUDENTS LIST (FINAL)

The following is the final selected students list of the Tamil Nadu State Level Placement Programme (TNSLPP – Chennai Zone) conducted for M/s Infosys Limited by Centre for University – Industry Collaboration (CUIC), Anna University held at Sri Sairam Engineering College, Chennai during 6th – 8th December 2018.

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DIRECTOR, CUIC
ANNA UNIVERSITY, CHENNAI

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414

NSE
NSEIT

To

18.02.2019

Mr. Safiq Noor Mohamed V N M
Roll No: 110115106081

Dear Safiq Noor Mohamed V N M

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

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No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasann@nseit.com

Intech Systems Chennai Pvt Ltd
S-2, Guindy Industrial Estate, Chennai 600 032
+91 44 4353 8888 / +91 44 2231 1888
info@intechchennai.com
www.intechchennai.com

IS Appointment Letter Salma Begum N 05-June-2019

Ms. Salma Begum N,
No.8, Mahaveer Garden, ,
Annexure 3, Kavangarai, Puzhal,
Chennai - 600066.

Sub: Appointment Letter.

We are pleased to make this offer of Appointment for regularization subject to the Policy, Rules & Regulations of the Company.

Name	:	Salma Begum N
Designation	:	Automation Engineer
Date of Joining	:	10-June-2019
Salary (CTC)	:	Rs. **2,06,316** /- P.A.
Annual Increment	:	As per Management's discretion
Other Perks (if any)	:	As per Company Rules

Kindly return the duplicate copy of this letter duly signed as a token of acceptance

PRINCIPAL
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COLLEGE OF ENGINEERING

Authorised Engineering Distributors
An ISO 9001:2015 Company
OMRON INNU DELTA MITSUBISHI ELECTRIC Autonics
Honeywell novotechnik ipa Orientalmotor INNU LED

Please find below the CTC Salary breakup:

Component	Monthly	Yearly
Basic Pay	3000	36000
Dearness Allowances	3000	36000
House Rent Allowances	3000	36000
Other Allowances	3000	36000
Medical Allowances	1500	18000
Transportation Allowances	1500	18000
Total	**15,000**	**1,80,000**
Employer PF	1080	12960
Employer ESI	713	8556
Mobil Bill	400	4800
CTC	**17,193**	**2,06,316**

Yours faithfully,

For Intech Systems Chennai Pvt Ltd

Authorized Signatory

PRINCIPAL
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COLLEGE OF ENGINEERING

April 10th,2019

Mr. Santhana Vignesh K,
No. 53, Gandhi Street, Kakanji Nagar,
Pattabiram,
Chennai-600 72.

Sub: Offer of Appointment – Digital Marketing - Associate

It was a pleasure discussing career opportunities for you at **iTrend Solution**. We are very pleased to extend to you an offer of employment with iTrend Solution as **"Digital Marketing - Associate"**, based out of our ***Chennai*** office.

You will be compensated **Rs.1,80,000 (Rupees One lakh Eighty Thousand only) per annum,** for work performed. Please read and review these documents carefully.

As an employee of **iTrend,** you will be guided by the rules and regulations of the Company. You are expected to adhere to these rules and regulations and work to the best of your abilities on tasks and responsibilities assigned to you by your supervisor.

Yasar, we are confident that **iTrend** will provide an outstanding opportunity for you to develop your career further and accomplish your professional goals. You will work in an exciting work environment and have opportunities for continuous learning and development.

This offer of appointment is issued in duplicate. If the offer is acceptable to you, please sign all pages of the offer and return to us one copy, immediately, as token of your acceptance. It is important that you join us at the earliest as your presence and participation is required in a key program that contributes to the success of **iTrend** as well as your career growth in this rapidly growing organization. We look forward to you joining us on **10/Jun/2019.**

We are extremely excited about having you on our team and look forward to seeing you soon.

Please note that your salary and terms of employment are confidential in nature. You will not discuss this with anyone other than your close family members, tax / legal consultants for tax planning purpose and your immediate supervisor and above within **iTrend** on a need-to-know basis. You can reveal the same for any statutory purposes, if warranted.

Best wishes,

Vishnu Priya A.

HR Department
iTrend Solution

I Accept: _____ **Date:**

iTrend Solution
Corporate Office - No. 13-14 Maple Garden, Indirapriyadarsini Road,
Near Indian Bank, Perumbakkam, Chennai - 600100.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

OTHER REGULAR TERMS AND CONDITIONS:

1. You will be on probationary appointment for a period of Three months from the date of joining. During this period, your on-the-job performance will be assessed by your reporting manager and necessary feedback given to you for improvement. In the event your performance on-the-job is wanting, the probationary period may be extended by another lap of three months. Alternatively, your services will be dispensed with.

2. Increments will entirely depend upon your performance of your first 3 months period as assessed by the management and it will process as per the increment cycle.

3. During the period of your employment with the Company you will not carry on any business or offer your services for any part of your time or be employed in any other company or person or on your own. You will devote your entire time and attention at work to your duties to promote and further the interests and business of the Company.

4. You shall use your best energies and abilities on a full-time basis to perform the employment duties assigned to you, at locations designated by the Company, including customer offices. Your employment shall comply with all rules, regulations and procedures of the Company. During your employment, you shall not directly or indirectly usurp any corporate opportunities or otherwise engage in any conduct adverse to the best interest of the Company.

5. You shall not divulge any confidential information of or violate any agreement with your prior employers or their clients. You shall not indulge in any act of commission that is likely to harm or affect prejudicially the reputation of the Company. It is also your duty to bring to the notice of management any acts or commissions of any other employee which affect the Company prejudicially, immediately as it comes to your knowledge. You will sign a Confidentiality Agreement with the Company that will be provided to you at the time of joining of the company.

6. You should observe strict secrecy respecting all transactions of the Company, its trade secrets, its business strategy, its business ideas, names of its customers, clients, vendors, employees etc., and its state of accounts. You shall not reveal any of the matters which may come to your knowledge about the Company except when required to do so by a Director.

7. You will be responsible for the safekeeping and return in good condition or order of all of the Company's properties, which may be in your use, custody, care of or charge. The Company shall have the right to deduct the money value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction

8. Should you desire to leave the Company's service during your probationary period, you may do so by giving a written resignation letter to your manager and by serving 45 days of notice period. You can leave the Company's service upon completing the 45days of notice period that will commence immediately after serving the resignation letter.

iTrend Solution
Corporate Office:- No. 13-14 Maple Garden, Indirapriyadarsini Road,
Near Indian Bank, Perumbakkam, Chennai - 600100.

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COLLEGE OF ENGINEERING

9. Should you desire to leave the Company's service at any time and for any reason after the completion of your probationary period, you will be required to give 2 calendar months' notice, if applicable. On receipt of such notice, management can advance the effective date of termination of service at its discretion.

10. You are required to take prior permission from management if absent for more than one day. The grant of leave will be according to exigencies of circumstances.

Agreed to and accepted with the intent to be legally bound.

_____ **Date:** _____

Signature of Candidate

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iTrend Solution
Corporate Office - No. 13-14 Maple Garden, Indirapriyadarsini Road,
Near Indian Bank, Perumbakkam, Chennai - 600100.

Justdial

25-03-2019

Santhosh Mohana Prakash T
Chennai

Subject: **LETTER OF OFFER**

Dear Santhosh Mohana Prakash T,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika Singh
Regional Head - Human Resources

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Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Santhosh Mohana Prakash T	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly**	**Monthly**
	(First 3 months)	**(4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Intech Systems Chennai Pvt Ltd
5-2, Guindy Industrial Estate, Chennai 600 032
+91 44 4353 8888 / +91 44 2231 1888
info@intechchennai.com
www.intechchennai.com

IS Appointment Letter Shahin Fathima M 05-June-2019

Ms. Shahin Fathima M,
53/26, Bharathipuram Main Street,
Shenoy Nagar,
Chennai - 600030.

Sub: Appointment Letter.

We are pleased to make this offer of Appointment for regularization subject to the Policy, Rules & Regulations of the Company.

Name	:	Shahin Fathima M
Designation	:	Automation Engineer
Date of Joining	:	10-June-2019
Salary (CTC)	:	Rs. **2,06,316** /- P.A.
Annual Increment	:	As per Management's discretion
Other Perks (if any)	:	As per Company Rules

Kindly return the duplicate copy of this letter duly signed as a token of acceptance

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Authorised Engineering Distributors
An ISO 9001:2015 Company
OMRON innu DELTA MITSUBISHI ELECTRIC Autonics
Honeywell novotechnik ipa Orientalmotor innu LED

Please find below the CTC Salary breakup:

Component	Monthly	Yearly
Basic Pay	3000	36000
Dearness Allowances	3000	36000
House Rent Allowances	3000	36000
Other Allowances	3000	36000
Medical Allowances	1500	18000
Transportation Allowances	1500	18000
Total	**15,000**	**1,80,000**
Employer PF	1080	12960
Employer ESI	713	8556
Mobil Bill	400	4800
CTC	**17,193**	**2,06,316**

Yours faithfully,

For Intech Systems Chennai Pvt Ltd

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Sitha Fathima.S (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Sumaiyah.M (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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- 10th,12th and UG/PG education certificates – (whichever completed)
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- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Swathylaksmi.S (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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- E-Aadhar card-mandatory for address proof.
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Yours sincerely,

Talent Acquisition
Sutherland

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Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Thahira.A (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

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- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Intech Systems Chennai Pvt Ltd
S-2, Guindy Industrial Estate, Chennai 600 032
+91 44 4353 8888 / +91 44 2231 1888
info@intechchennai.com
www.intechchennai.com

IS Appointment Letter Yaamini R 05-June-2019

Ms. Yaamini R,
No. 6A, Haritha Flats, K.K Road,
Venkatapuram, Ambattur,
Chennai - 600053.

Sub: Appointment Letter.

We are pleased to make this offer of Appointment for regularization subject to the Policy, Rules & Regulations of the Company.

Name	:	Yaamini R
Designation	:	Automation Engineer
Date of Joining	:	10-June-2019
Salary (CTC)	:	Rs. **2,06,316** /- P.A.
Annual Increment	:	As per Management's discretion
Other Perks (if any)	:	As per Company Rules

Kindly return the duplicate copy of this letter duly signed as a token of acceptance

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Please find below the CTC Salary breakup:

Component	Monthly	Yearly
Basic Pay	3000	36000
Dearness Allowances	3000	36000
House Rent Allowances	3000	36000
Other Allowances	3000	36000
Medical Allowances	1500	18000
Transportation Allowances	1500	18000
Total	**15,000**	**1,80,000**
Employer PF	1080	12960
Employer ESI	713	8556
Mobil Bill	400	4800
CTC	**17,193**	**2,06,316**

Yours faithfully,

For Intech Systems Chennai Pvt Ltd

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations

An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2021

To,

Mr./Mrs. Yashmin A,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K

DGM, Human Resources

Acceptance of candidate,

Signature -

Name:

Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Yogesh A.G

Reg No : 110115106095

College : Aalim Muhammed Salegh College of Engineering

Dear Yogesh A.G

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations

An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Yuvaraj J,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2020). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

6. The company will not be responsible for any loss hurt or accident which might happen to you during the training period and you will not be entitled to claim or demand anything on account of any of the above-mentioned reasons.

7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

EXNOVATIONS DIGITAL SERVICES LLP

#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205

3rd Floor, RTC Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIGEN company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

- Commits any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Hussain Bee (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations

An INTELIZIGN Company

OFFER LETTER

Date: May 23, 2019

To,

Mr./Mrs. Mohammed Wajeeth K,

This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 26, 2019** in our Company on the following terms and conditions: -

1. That you will be kept directly under the Supervision of a senior person deputed to impart training to you and you will work in accordance with the directions given to you from time to time by the person under whom you may be directed to work.

2. That the initial training facility will be for a period of three months and it will extend to one year from the date of joining if your performance found satisfactory and it will come to an automatic end on the expiry of the aforesaid period. However, the management may at its sole discretion withdraw the facility and discontinue the training at any time without assigning any reason and or notice. Your period of training could also be extended beyond one year by mutual consent.

3. You are required to perform the services for the company for minimum 24 months from the effective date (September 26, 2019) of Joining. On breach of the agreement, the trainee agrees to pay as compensation to the Employer a sum equal to the cost to company (CTC) prorated for the remaining period of this contract in addition to the notice period payments as per the appointment letter.

4. After Completion of training, company will reserve the right to offer you the job based on your performance. If your performance is not up to the mark during the training, company will inform you two weeks prior to completion of training about the inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the training and will be bound by this agreement to serve the company for a period of 12 months from the date of employment i.e. (October01, 2019). Exnovations Digital Services LLP. has the discretion to transfer your employment to its sister concern (i.e. **Intelizign Engineering Services Pvt. Ltd.**) at any point of time, with the continuity of your service.

5. During the training period (One year), you shall not be entitled to any of the privileges or rights of regular employees of the company. However, you shall be entitled to avail one day (1 day) Trainee leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during the training period.

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7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

EXNOVATIONS DIGITAL SERVICES LLP

#No: 9, Second Floor, Murrays Gate Road, Alwarpet, Chennai – 600 018, Board: +91-044-2433 3205

6th Floor, E-Tech Centre, Hinjewadi Phase 1, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

exnovations
An INTELIGN Company

8. The company may terminate this agreement at any time before the expiry of the stipulated term without any notice in writing if the Trainee:

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- Be guilty of any default, misconduct or neglect in the discharge of the duties affecting the business of the company.
- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

9. That during the period of training and Probation, you will receive a stipend of Rs.21500/- per month including taxable and non-taxable allowances. After successful completion of your probation, the package would be increased in the range of 15% to 30% of the current pay.

10. All disputes and claims assigning out of the terms and conditions of the Agreement shall be subject to the jurisdiction of Courts in the city of Chennai only.

Upon joining the company, you will have to sign a formal agreement with the company with the above-mentioned stipulations.

Please sign the duplicate copy in token of having understood and in acceptance of the terms and conditions mentioned above.

Yours faithfully,

Raghman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -
Name:
Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Mohaideen Abdul Khader

Reg No : 110115106304

College : Aalim Muhammed salegh college of Engineering

Dear Mohaideen Abdul Khader

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For Avalon Technologies Pvt Ltd

Michael Raj A
General Manager – HR (Group)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Syed Ajmal Husan A

Reg No : 110115106305

College : Aalim Muhammed Salegh college of Engineering

Dear Syed Ajmal Husan A

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel. : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Asifa.F (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Shalini Gracy.J (BE - ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ELECTRICAL & ELECTRONICS ENGINEERING

Justdial

25-03-2019

Abdullah H
Chennai

Subject: **LETTER OF OFFER**

Dear Abdullah H,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Abdullah H	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. ABDULLAH . M . I

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as **Team Member – In L&P AUTOMOTIVE (INDIA) for a Salary of Rs.** 15000/- **Net pay/Month-**

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR **Leggett and Platt (India) Pvt Ltd,**

Leggett & Platt Automotive India Pvt. Ltd. Chennai

(Authorized Signatory)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. ABDUL RAHEEM.A.K

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SAEW

ISO 9001 : 2015
JAS-ANZ Accreditation No : IN4430310IC

SHREE ABIRAMI ENGGINEERING WORKS

Office : Plot No. 56, Arunachalam Main Road,
Ambal Nagar, Porur, Chennai - 600 116.
Phone : 044-24825906 / 24827256 / 2482 7769 Telefax : 044-2482 7572
www.abiramiengg.com e-mail : saew92@gmail.com

Repairing & Overhauling of Power Transformers and Hydro Generators / Electrical Super A grade Contractors.
Manufacturers up to 400kv Power Transformers/Power Transformers on Rental/NABL accredited Transformer Oil Testing Lab/
Impulse test upto 2400 KV
Authorized service representatives for Schneider Electric, GE, EMCO, MIPL, ABB Transformers

SAEW/HR/OFFER/G-115/2018-19 **13.03.2019**

To
MR. ABUTHAKIR M U
CHENNAI

Recruitment of Graduate Engineer Trainee

Dear **ABUTHAKIR M U,**

With reference to your application dated 13.03.2019, and subsequent discussions you had with the undersigned, we are pleased to appoint you as **Engineer Trainee** on a consolidated salary of **Rs.12,000/- (Rupees Twelve thousand only)** per month for a period of one year, The joining date will be intimated to you later through letter/mail.

You should be prepared to take up any kind of related works that the management assigns you as and when necessary. You should work two years from the day of your appointment, you will have a notice period of one month &if you resign within two years then, one month salary will be deducted.

You should strictly adhere to the rules and regulations & discipline of the company. During your tenure, you wish to resign or the management decides that your services are not required any more.

However, if for any reason due to any acts of misconducts or due to any other inevitable circumstances, the management reserves the right to terminate your services forthwith without assigning any reason or notice or any compensation in lieu of.

You have to hand over original certificate at the time of joining and the same will be returned to you during relieving.

Please sign and return the duplicate of this order as a token of acceptance.

Thanking you,

Yours faithfully,

for SHREE ABIRAMI ENGGINEERING WORKS.

SHREE ABIRAMI ENGGINEERING WORKS CHENNAI 600 116.

Accepted:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Ahamed Tharick S
Chennai

Subject: **LETTER OF OFFER**

Dear Ahamed Tharick S,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Ahamed Tharick S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	20000	25000

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Ameen Suhail . P

Reg No : 110115105006

College : Aalim Muhammed Salegh College of Engineering

Dear Ameen Suhail . P

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
Third Year	Rs 33,000/-
Fourth Year	Rs 40,000/-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office : "TPI BLOCK" B7, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel. : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Ameerudeen . K

Reg No : 110115105007

College : Aalim Muhammed Salegh college of Engineering

Dear Ameerudeen K

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
Third Year	Rs 33,000/-
Fourth Year	Rs 40,000/-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH COLLEGE OF ENGINEERING

25-03-2019

Justdial

Aravind Kumar R
Chennai

Subject: **LETTER OF OFFER**

Dear Aravind Kumar R,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Aravind Kumar R	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Ref no:HR/DOL/059

Draft Offer Letter

02.05.2019

Name : Mr. Aswath Ahamed
Dept : Electrical
Position : Junior Engineer-Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt®
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. A2 ARUDEEN. A

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as **Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs.** 15000/- **Net pay/Month-**

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

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3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

Leggett & Platt Automotive India Private Limited (Formerly known as L and P Somappa Comfort Systems India Private Limited)
Factory & Registered Office : Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058, India.
Phone : +91 - 44 - 2635 0512, Fax : +91 - 44 - 2635 0510
CIN : U34300TN2006PTC136577, websites : www.leggett-automotive.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Baranitharan.R (BE - EEE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

25-03-2019

Justdial

Basid Rabbani B
Chennai

Subject: **LETTER OF OFFER**

Dear Basid Rabbani B,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Basid Rabbani B	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	20000	25000

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/060

02.05.2019

Name : Mr. Dhanush Kumaran P
Dept : Electrical
Position : Junior Engineer-Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Dinesh B

Reg No : 110115105014

College : Aalim Muhammed Salegh College of Engineering

Dear Dinesh B

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel. : 91-44-4227 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Haji Mohamed K
Chennai

Subject: **LETTER OF OFFER**

Dear Haji Mohamed K,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai.**
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Haji Mohamed K	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly** (First 3 months)	**Monthly** (4th Month onwards)
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner.

CONFIDENTIAL

Date: 05/03/2019

To

Name : Irfanullah . I

Reg No : 110115105019

College : Aalim Muhammed Salegh college of Engineering

Dear Irfanullah . I

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For Avalon Technologies Pvt Ltd

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel : 91-44-4232 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

25-03-2019

Justdial

Karthik B
Chennai

Subject: **LETTER OF OFFER**

Dear Karthik B,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Karthik B	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SAEW

ISO 9001 : 2015
JAS-ANZ Accreditation No : IN430310IC

SHREE ABIRAMI ENGGINEERING WORKS

Office : Plot No. 56, Arunachalam Main Road,
Ambal Nagar, Porur, Chennai - 600 116.
Phone : 044-24825906 / 24827256 / 2482 7769 Telefax : 044-2482 7572
www.abiramiengg.com e-mail : saevv92@gmail.com

Repairing & Overhauling of Power Transformers and Hydro Generators / Electrical Super A grade Contractors.
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Impulse test upto 2400 KV
Authorized service representatives for Schneider Electric, GE, EMCO, ABB Transformers

SAEW/HR/OFFER/G-114/2018-19 **13.03.2019**

To
MR. KARTHIKEYAN T
CHENNAI

Recruitment of Graduate Engineer Trainee

Dear **KARTHIKEYAN T,**

With reference to your application dated 13.03.2019, and subsequent discussions you had with the undersigned, we are pleased to appoint you as **Engineer Trainee** on a consolidated salary of **Rs.12,000/- (Rupees Twelve thousand only)** per month for a period of one year, The joining date will be intimated to you later through letter/mail.

You should be prepared to take up any kind of related works that the management assigns you as and when necessary. You should work two years from the day of your appointment, you will have a notice period of one month &if you resign within two years then, one month salary will be deducted.

You should strictly adhere to the rules and regulations & discipline of the company. During your tenure, you wish to resign or the management decides that your services are not required any more.

However, if for any reason due to any acts of misconducts or due to any other inevitable circumstances, the management reserves the right to terminate your services forthwith without assigning any reason or notice or any compensation in lieu of.

You have to hand over original certificate at the time of joining and the same will be returned to you during relieving.

Please sign and return the duplicate of this order as a token of acceptance.

Thanking you,

Yours faithfully,

for SHREE ABIRAMI ENGGINEERING WORKS.

SHREE ABIRAMI ENGGINEERING WORKS CHANNAI 600 116.

Accepted:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Khaja Omar Farooq . F

Reg No : 110115105022

College : Aalim Muhammad Salegh college of Engineering

Dear Khaja Omar Farooq . F

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
Third Year	Rs 33,000/-
Fourth Year	Rs 40,000/-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel. : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SAEW

ISO 9001 : 2015
JAS-ANZ Accreditation No : M4430310C

SHREE ABIRAMI ENGGINEERING WORKS

Office : Plot No. 56, Arunachalam Main Road,
Ambal Nagar, Porur, Chennai - 600 116.
Phone : 044-24825906 / 24827256 / 2482 7769 Telefax : 044-2482 7522
www.abiramiengg.com e-mail : saew92@gmail.com

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Authorized service representatives for Schneider Electric, GE, EMCO, ABB Transformers

SAEW/HR/OFFER/G-111/2018-19 **13.03.2019**

To
MR. MD SHAHBAAZ ALAM
JAMSHEDPUR

Recruitment of Graduate Engineer Trainee

Dear **MD SHAHBAAZ ALAM,**

With reference to your application dated 13.03.2019, and subsequent discussions you had with the undersigned, we are pleased to appoint you as **Engineer Trainee** on a consolidated salary of **Rs.12,000/- (Rupees Twelve thousand only)** per month for a period of one year, The joining date will be intimated to you later through letter/mail.

You should be prepared to take up any kind of related works that the management assigns you as and when necessary. You should work two years from the day of your appointment, you will have a notice period of one month &if you resign within two years then, one month salary will be deducted.

You should strictly adhere to the rules and regulations & discipline of the company. During your tenure, you wish to resign or the management decides that your services are not required any more.

However, if for any reason due to any acts of misconducts or due to any other inevitable circumstances, the management reserves the right to terminate your services forthwith without assigning any reason or notice or any compensation in lieu of.

You have to hand over original certificate at the time of joining and the same will be returned to you during relieving.

Please sign and return the duplicate of this order as a token of acceptance.

Thanking you,

Yours faithfully,

for SHREE ABIRAMI ENGGINEERING WORKS.

Accepted:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/061

02.05.2019

Name : Mr. Mohamed Ansari A
Dept : Electrical
Position : Junior Engineer-Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

To

Date: 05/03/2019

Name : Mohamed Asick . M

Reg No : 110115105025

College : Aalim Muhammed Salegh College of Engineering

Dear Mohamed Asick . M

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
Third Year	Rs 33,000/-
Fourth Year	Rs 40,000/-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Tel. : 91-44-4227 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com
Corporate Identification Number : U30007TN1999PTC043479

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt

AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. MUHAMED DHANISH S.M,

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Authorized Signatory

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Leggett & Platt Automotive India Private Limited (Formerly known as L and P Somappa Comfort Systems India Private Limited)
Factory & Registered Office : Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058. India.
Phone : +91 - 44 - 2635 0512, Fax : +91 - 44 - 2635 0510
CIN : U34300TN2006PTC136577, websites : www.leggett-automotive.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

25-03-2019

Justdial

Mohamed Ijaz M
Chennai

Subject: **LETTER OF OFFER**

Dear Mohamed Ijaz M,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohamed Ijaz M	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

LITELAB®

LITELAB DESIGN CONSULTANTS LLP

Regd Office
34, 2nd Cross Street,
Lake Area, Nungambakkam,
Chennai - 600034,
Tamil Nadu.

01.06.2019

LETTER OF APPOINTMENT

Mr. MOHAMMED JAKKARIYA P S
#, 30, Durai Avenue, 10th Street,
Kodungaiyur, Chennai - 600015

Dear Mr. Mohammed Jakkariya P S,

Thank you for your interest shown to be part of our organization. With reference to your interview, we are pleased to offer you employment as **Junior Draftsman** in our organization. Your present place of work will be in Bangalore, but during the course of the service, you shall be liable to travel to serve any of the Company's Projects at the sole discretion of the Management. The compensation details are as per 'Annexure A' attached below.

You will be on a Probation period for **SIX** months. Based on satisfactory performance, your services will be confirmed with the company in writing after **SIX** months. The probation period can be extended at the discretion of the Management till an order of confirmation has been issued in writing. During the probationary period and any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on the confirmation, the services can be terminated from either side by giving **TWO** months (**60** days) notice or salary in lieu thereof.

In the course of your employment with the Company you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, for any consideration, in cash or in kind, without the prior written permission of the Company. You will be required to maintain utmost secrecy in respect of Project documents, Commercial offers, technical information, design documents, Project cost & Estimation, Software packages license, Company policies, Company patents & Trade Mark and the Company's Human assets profile.

You will be responsible for the safekeeping and returning in good condition upon termination from either side all the documents, properties, and other project-related details that may be in your possession that belong to the Company.

Please sign & return to the undersigned the duplicate copy of this letter signifying your acceptance.

We are eager to have you as a part of the LITELAB family and sincerely hope that your period of service with us will be long, pleasant, and of mutual benefit.

With best wishes,

For LITELAB DESIGN CONSULTANTS LLP

Partner

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

LITELAB®
LITELAB DESIGN CONSULTANTS LLP

Regd Office
34, 2nd Cross Street,
Lake Area, Nungambakkam,
Chennai - 600034,
Tamil Nadu.

01.06.2019

LETTER OF APPOINTMENT

ANNEXURE 'A'

COMPENSATION DETAILS

Name: Mr. Mohammed Jakkariya P S
Designation: Junior Draftsman
Date of joining: 05.06.2019
Location: Chennai

a) Remuneration

Total Salary: Rs. 12,000 - per month
Basic Salary: Rs. 6,000 - per month
House Rent Allowance: Rs. 3,000 - per month
Conveyance Allowance: Rs. 1,000 - per month

b) Increments and Bonus

As per the company's policy & discretion decision of the Management based on satisfactory performance

c) Working days / Leave policy

Working Hours - 10:00 AM to 7:00 PM (Monday to Friday)
Alternate Saturdays will be working Day
All Sundays will be weekly Holidays.
The annual list of holidays as per the Company's approved list.
One day of casual leave per month shall be approved with salary and prior approval.

d) Travel Allowance

All travel, lodging, and food expense during travel outside Chennai for official trips will be reimbursed at actual against submission of original bills within **10 days** from the date of travel.

Accepted by
Mr. Mohammed Shakeel

Place: Chennai.
Date: 01.06.2019

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Chennai - 600034,
Tamil Nadu.

LETTER OF APPOINTMENT

01.06.2019

General Terms & Conditions:

- It is expected that individual compensation package would not be shared with other employees.
- This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions.
- If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
- During the course of employment, staffs are expected to comply with all of the Organizations' rules, regulations, statutes, ordinances, procedures, policies and codes of practice.
- You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.
- Please provide self-attested copies of the following documents for HR requirement.

    1. Under graduation degree certificates
    2. Post-graduation degree certificates (if any)
    3. Proof of identity i.e. PAN card, Driving License, Voter ID, Passport
    4. Photographs (2 copies)

- This offer will be valid for 2 weeks from the date of this letter. If we do not hear back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

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Chennai - 600034,
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01.06.2019

LETTER OF APPOINTMENT

Mr. MOHAMED LUKMAN S
#, Vinobaji Street, GKM Colony,
Jambulingam Main Road, Kolathur,Chennai - 600099

Dear Mr. Mohamed Lukman S,

Thank you for your interest shown to be part of our organization. With reference to your interview, we are pleased to offer you employment as **Junior Draftsman** in our organization. Your present place of work will be in Bangalore, but during the course of the service, you shall be liable to travel to serve any of the Company's Projects at the sole discretion of the Management. The compensation details are as per 'Annexure A' attached below.

You will be on a Probation period for **SIX** months. Based on satisfactory performance, your services will be confirmed with the company in writing after **SIX** months. The probation period can be extended at the discretion of the Management till an order of confirmation has been issued in writing. During the probationary period and any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on the confirmation, the services can be terminated from either side by giving **TWO** months (**60** days) notice or salary in lieu thereof.

In the course of your employment with the Company you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, for any consideration, in cash or in kind, without the prior written permission of the Company. You will be required to maintain utmost secrecy in respect of Project documents, Commercial offers, technical information, design documents, Project cost & Estimation, Software packages license, Company policies, Company patents & Trade Mark and the Company's Human assets profile.

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Please sign & return to the undersigned the duplicate copy of this letter signifying your acceptance.

We are eager to have you as a part of the LITELAB family and sincerely hope that your period of service with us will be long, pleasant, and of mutual benefit.

With best wishes,

For LITELAB DESIGN CONSULTANTS LLP

Partner

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01.06.2019

LETTER OF APPOINTMENT

ANNEXURE 'A'

COMPENSATION DETAILS

Name: Mr. Mohamed Lukman S
Designation: Junior Draftsman
Date of joining: 05.06.2019
Location: Chennai

a) Remuneration

Total Salary: Rs. 12,000 - per month
Basic Salary: Rs. 6,000 - per month
House Rent Allowance: Rs. 3,000 - per month
Conveyance Allowance: Rs. 1,000 - per month

b) Increments and Bonus

As per the company's policy & discretion decision of the Management based on satisfactory performance

c) Working days / Leave policy

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One day of casual leave per month shall be approved with salary and prior approval.

d) Travel Allowance

All travel, lodging, and food expense during travel outside Chennai for official trips will be reimbursed at actual against submission of original bills within **10 days** from the date of travel.

Accepted by
Mr. Mohammed Shakeel

Place: Chennai.
Date: 01.06.2019

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01.06.2019

LETTER OF APPOINTMENT

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- It is expected that individual compensation package would not be shared with other employees.
- This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions.
- If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
- During the course of employment, staffs are expected to comply with all of the Organizations' rules, regulations, statutes, ordinances, procedures, policies and codes of practice.
- You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.
- Please provide self-attested copies of the following documents for HR requirement

    1. Under graduation degree certificates
    2. Post-graduation degree certificates (if any)
    3. Proof of identity i.e. PAN card, Driving License, Voter ID, Passport
    4. Photographs (2 copies)

- This offer will be valid for 2 weeks from the date of this letter. If we do not hear back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

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Offer: Computer Consultancy
Ref: TCSL/DT20184640138/Chennai
Date: 09/10/2018

Mr. Mohamed Nooruddeen
92nd Street,Lakshmi Nagar,
Kolathur,
Chennai-600099,
Tamilnadu.
Tel# 91-9551073302

Dear Mohamed Nooruddeen,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**6,270/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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

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TCSL/DT20184640138

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

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

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

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

RETIRALS

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

Gratuity

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

TERMS AND CONDITIONS

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

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

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

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

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

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

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

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

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

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

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

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

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

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

19. Submission of Documents

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

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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COLLEGE OF ENGINEERING

23. Compliance to all clauses

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Mohamed Nooruddeen**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Aalim Muhammed Salegh College Of Engineering, Avadi, Chennai**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential
TCSL/DT20184640138

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokiran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

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

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

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

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

(d) Customer and prospective customer lists, and

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

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

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

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

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

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

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

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9. **Equitable Rights**

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

10. **General**

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

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

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

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

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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/21

Dear Mr. MUHAMMED SAADIB ZUBAIR.A

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR **Leggett and Platt (India) Pvt Ltd,**

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Mohamed Shafith B

Reg No : 110115705032

College : Aalim Muhammed Salegh College of Engineering

Dear Mohamed Shafith B

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
Third Year	Rs 33,000/-
Fourth Year	Rs 40,000/-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For Avalon Technologies Pvt Ltd

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. MOHAMED SUAIB. A

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

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We look forward to meet you at our Factory Office.

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1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Mohammed Ebrahim A
Chennai

Subject: **LETTER OF OFFER**

Dear Mohammed Ebrahim A,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohammed Ebrahim A	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

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COLLEGE OF ENGINEERING

LITELAB®

LITELAB DESIGN CONSULTANTS LLP

Regd Office
34, 2nd Cross Street,
Lake Area, Nungambakkam,
Chennai - 600034,
Tamil Nadu.

LETTER OF APPOINTMENT

01.06.2019

Mr. MOHAMMED MUBISHA A
No. 24/6G, 2nd Cross Street, Gandhi Nagar,
Kodungaiyur, Chennai - 600 118

Dear Mr. Mohammed Mubisha A,

Thank you for your interest shown to be part of our organization. With reference to your interview, we are pleased to offer you employment as **Junior Draftsman** in our organization. Your present place of work will be in Bangalore, but during the course of the service, you shall be liable to travel to serve any of the Company's Projects at the sole discretion of the Management. The compensation details are as per 'Annexure A' attached below.

You will be on a Probation period for **SIX** months. Based on satisfactory performance, your services will be confirmed with the company in writing after **SIX** months. The probation period can be extended at the discretion of the Management till an order of confirmation has been issued in writing. During the probationary period and any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on the confirmation, the services can be terminated from either side by giving **TWO** months (**60** days) notice or salary in lieu thereof.

In the course of your employment with the Company you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, for any consideration, in cash or in kind, without the prior written permission of the Company. You will be required to maintain utmost secrecy in respect of Project documents, Commercial offers, technical information, design documents, Project cost & Estimation, Software packages license, Company policies, Company patents & Trade Mark and the Company's Human assets profile.

You will be responsible for the safekeeping and returning in good condition upon termination from either side all the documents, properties, and other project-related details that may be in your possession that belong to the Company.

Please sign & return to the undersigned the duplicate copy of this letter signifying your acceptance.

We are eager to have you as a part of the LITELAB family and sincerely hope that your period of service with us will be long, pleasant, and of mutual benefit.

With best wishes,

For LITELAB DESIGN CONSULTANTS LLP

Partner

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

LITELAB®
ITELAB DESIGN CONSULTANTS LLP

Regd Office
34, 2nd Cross Street,
Lake Area, Nungambakkam,
Chennai - 600034,
Tamil Nadu.

01.06.2019

LETTER OF APPOINTMENT

ANNEXURE 'A'

COMPENSATION DETAILS

Name: Mr. Mohammed Mubisha A
Designation: Junior Draftsman
Date of joining: 05.06.2019
Location: Chennai

a) Remuneration

Total Salary: Rs. 12,000 - per month
Basic Salary: Rs. 6,000 - per month
House Rent Allowance: Rs. 3,000 - per month
Conveyance Allowance: Rs. 1,000 - per month

b) Increments and Bonus

As per the company's policy & discretion decision of the Management based on satisfactory performance

c) Working days / Leave policy

Working Hours - 10:00 AM to 7:00 PM (Monday to Friday)
Alternate Saturdays will be working Day
All Sundays will be weekly Holidays.
The annual list of holidays as per the Company's approved list.
One day of casual leave per month shall be approved with salary and prior approval.

d) Travel Allowance

All travel, lodging, and food expense during travel outside Chennai for official trips will be reimbursed at actual against submission of original bills within **10 days** from the date of travel.

Accepted by
Mr. Mohammed Shakeel

Place: Chennai.
Date: 01.06.2023

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

LITELAB®

LITELAB DESIGN CONSULTANTS LLP

Regd Office
34, 2nd Cross Street,
Lake Area, Nungambakkam,
Chennai - 600034,
Tamil Nadu.

01.06.2019

LETTER OF APPOINTMENT

General Terms & Conditions:

- It is expected that individual compensation package would not be shared with other employees.
- This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions.
- If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
- During the course of employment, staffs are expected to comply with all of the Organizations' rules, regulations, statutes, ordinances, procedures, policies and codes of practice.
- You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.
- Please provide self-attested copies of the following documents for HR requirement

    1. Under graduation degree certificates
    2. Post-graduation degree certificates (if any)
    3. Proof of identity i.e. PAN card, Driving License, Voter ID, Passport
    4. Photographs (2 copies)

- This offer will be valid for 2 weeks from the date of this letter. If we do not hear back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. MOHIDEEN MOATAZ.Y

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – In L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

(Authorized Signatory)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. MUHAMMED SALMAN. A. H

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

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3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

(Authorized Signatory)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Avalon®

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner.

CONFIDENTIAL

To

Date: 05/03/2019

Name : Narendar. T

Reg No : 110115105041

College : Aalim Muhammed salegh college of Engineerin

Dear Narendar. T

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
Third Year	Rs 33,000/-
Fourth Year	Rs 40,000/-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For Avalon Technologies Pvt Ltd

Michael Raj A
General Manager – HR (Group)

AVALON TECHNOLOGIES PVT. LTD. CHENNAI-45

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Ref no: HR/DOL/039

Draft Offer Letter

Name : Mr. Nawas Akram M
Dept : Electrical
Position : Junior Engineer - Trainee

02.05.2019

With reference to the Placement Drive held at Our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.) ..... (Date) .....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NSE
NSEIT

To

18.02.2019

Mr. Noorul Asfar M
Roll No: 110115105044

Dear Noorul Asfar M

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani, Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasann@nseit.com

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Noorul Ashiq.M.A.M (BE - EEE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram, Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

25-03-2019

Justdial

Praveen Raj A
Chennai

Subject: **LETTER OF OFFER**

Dear Praveen Raj A,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Praveen Raj A	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Rifath Al Thamem.H (BE - EEE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Sibu V

Reg No :

College : 110115105048
Aalim Muhammed Salegh College of Engineering

Dear Sibu V

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office "TP1 BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel. : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

LITELAB®

LITELAB DESIGN CONSULTANTS LLP

Regd Office
34, 2nd Cross Street,
Lake Area, Nungambakkam,
Chennai - 600034,
Tamil Nadu.

01.06.2019

LETTER OF APPOINTMENT

Mr. SRINIVASAN T
13/7, Oil Monger Street,
Triplicane, Chennai - 600005

Dear Mr. Srinivasan T

Thank you for your interest shown to be part of our organization. With reference to your interview, we are pleased to offer you employment as **Junior Draftsman** in our organization. Your present place of work will be in Bangalore, but during the course of the service, you shall be liable to travel to serve any of the Company's Projects at the sole discretion of the Management. The compensation details are as per 'Annexure A' attached below.

You will be on a Probation period for **SIX** months. Based on satisfactory performance, your services will be confirmed with the company in writing after **SIX** months. The probation period can be extended at the discretion of the Management till an order of confirmation has been issued in writing. During the probationary period and any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on the confirmation, the services can be terminated from either side by giving **TWO** months (**60** days) notice or salary in lieu thereof.

In the course of your employment with the Company you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, for any consideration, in cash or in kind, without the prior written permission of the Company. You will be required to maintain utmost secrecy in respect of Project documents, Commercial offers, technical information, design documents, Project cost & Estimation, Software packages license, Company policies, Company patents & Trade Mark and the Company's Human assets profile.

You will be responsible for the safekeeping and returning in good condition upon termination from either side all the documents, properties, and other project-related details that may be in your possession that belong to the Company.

Please sign & return to the undersigned the duplicate copy of this letter signifying your acceptance.

We are eager to have you as a part of the LITELAB family and sincerely hope that your period of service with us will be long, pleasant, and of mutual benefit.

With best wishes,

For LITELAB DESIGN CONSULTANTS LLP

Partner

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

LITELAB®

LITELAB DESIGN CONSULTANTS LLP

Regd Office
34, 2nd Cross Street,
Lake Area, Nungambakkam,
Chennai - 600034,
Tamil Nadu.

01.06.2019

LETTER OF APPOINTMENT

ANNEXURE 'A'

COMPENSATION DETAILS

Name: Mr. Srinivasan T
Designation: Junior Draftsman
Date of joining: 05.06.2019
Location: Chennai

a) Remuneration

Total Salary: Rs. 12,000 - per month
Basic Salary: Rs. 6,000 - per month
House Rent Allowance: Rs. 3,000 - per month
Conveyance Allowance: Rs. 1,000 - per month

b) Increments and Bonus

As per the company's policy & discretion decision of the Management based on satisfactory performance

c) Working days / Leave policy

Working Hours - 10:00 AM to 7:00 PM (Monday to Friday)
Alternate Saturdays will be working Day
All Sundays will be weekly Holidays.
The annual list of holidays as per the Company's approved list.
One day of casual leave per month shall be approved with salary and prior approval.

d) Travel Allowance

All travel, lodging, and food expense during travel outside Chennai for official trips will be reimbursed at actual against submission of original bills within **10 days** from the date of travel.

Accepted by
Mr. Mohammed Shakeel

Place: Chennai.
Date: 01.06.2023

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

LITELAB®

LITELAB DESIGN CONSULTANTS LLP

Regd Office
34, 2nd Cross Street,
Lake Area, Nungambakkam,
Chennai - 600034,
Tamil Nadu.

01.06.2019

LETTER OF APPOINTMENT

General Terms & Conditions:

- It is expected that individual compensation package would not be shared with other employees.
- This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions.
- If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
- During the course of employment, staffs are expected to comply with all of the Organizations' rules, regulations, statutes, ordinances, procedures, policies and codes of practice.
- You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.
- Please provide self-attested copies of the following documents for HR requirement

    1. Under graduation degree certificates
    2. Post-graduation degree certificates (if any)
    3. Proof of identity i.e. PAN card, Driving License, Voter ID, Passport
    4. Photographs (2 copies)

- This offer will be valid for 2 weeks from the date of this letter. If we do not hear back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Suresh S

Reg No : 110115105051

College : Aalim Muhammed Salegh college of Engineering

Dear Suresh S

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
Third Year	Rs 33,000/-
Fourth Year	Rs 40,000/-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Ref no: HR/DOL/040

Draft Offer Letter

02.05.2019

Name : Mr. Syed Thowsif Ahamed M
Dept : Electrical
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at Our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

LITELAB®

LITELAB DESIGN CONSULTANTS LLP

Regd Office
34, 2nd Cross Street,
Lake Area, Nungambakkam,
Chennai - 600034.
Tamil Nadu.

LETTER OF APPOINTMENT

01.06.2019

Mr. VIGNESH M
23, Anjugam Nagar, 14th Street,
Kolathur, Chennai - 600099.

Dear Mr. Vignesh M,

Thank you for your interest shown to be part of our organization. With reference to your interview, we are pleased to offer you employment as **Junior Draftsman** in our organization. Your present place of work will be in Bangalore, but during the course of the service, you shall be liable to travel to serve any of the Company's Projects at the sole discretion of the Management. The compensation details are as per 'Annexure A' attached below.

You will be on a Probation period for **SIX** months. Based on satisfactory performance, your services will be confirmed with the company in writing after **SIX** months. The probation period can be extended at the discretion of the Management till an order of confirmation has been issued in writing. During the probationary period and any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on the confirmation, the services can be terminated from either side by giving **TWO** months (**60** days) notice or salary in lieu thereof.

In the course of your employment with the Company you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, for any consideration, in cash or in kind, without the prior written permission of the Company. You will be required to maintain utmost secrecy in respect of Project documents, Commercial offers, technical information, design documents, Project cost & Estimation, Software packages license, Company policies, Company patents & Trade Mark and the Company's Human assets profile.

You will be responsible for the safekeeping and returning in good condition upon termination from either side all the documents, properties, and other project-related details that may be in your possession that belong to the Company.

Please sign & return to the undersigned the duplicate copy of this letter signifying your acceptance.

We are eager to have you as a part of the LITELAB family and sincerely hope that your period of service with us will be long, pleasant, and of mutual benefit.

With best wishes,

For LITELAB DESIGN CONSULTANTS LLP

Partner

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

LITELAB®
LITELAB DESIGN CONSULTANTS LLP

Regd Office
34, 2nd Cross Street,
Lake Area, Nungambakkam,
Chennai - 600034,
Tamil Nadu.

01.06.2019

LETTER OF APPOINTMENT

ANNEXURE 'A'

COMPENSATION DETAILS

Name: Mr. Vignesh M
Designation: Junior Draftsman
Date of joining: 05.06.2019
Location: Chennai

a) Remuneration

Total Salary: Rs. 12,000 - per month
Basic Salary: Rs. 6,000 - per month
House Rent Allowance: Rs. 3,000 - per month
Conveyance Allowance: Rs. 1,000 - per month

b) Increments and Bonus

As per the company's policy & discretion decision of the Management based on satisfactory performance

c) Working days / Leave policy

Working Hours - 10:00 AM to 7:00 PM (Monday to Friday)
Alternate Saturdays will be working Day
All Sundays will be weekly Holidays.
The annual list of holidays as per the Company's approved list.
One day of casual leave per month shall be approved with salary and prior approval.

d) Travel Allowance

All travel, lodging, and food expense during travel outside Chennai for official trips will be reimbursed at actual against submission of original bills within **10 days** from the date of travel.

Accepted by
Mr. Mohammed Shakeel

Place: Chennai
Date: 01.06.2023

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

LITELAB®

LITELAB DESIGN CONSULTANTS LLP

Regd Office
34, 2nd Cross Street,
Lake Area, Nungambakkam,
Chennai - 600034,
Tamil Nadu.

01.06.2019

LETTER OF APPOINTMENT

General Terms & Conditions:

- It is expected that individual compensation package would not be shared with other employees.
- This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions.
- If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
- During the course of employment, staffs are expected to comply with all of the Organizations' rules, regulations, statutes, ordinances, procedures, policies and codes of practice.
- You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.
- Please provide self-attested copies of the following documents for HR requirement

    1. Under graduation degree certificates
    2. Post-graduation degree certificates (if any)
    3. Proof of identity i.e. PAN card, Driving License, Voter ID, Passport
    4. Photographs (2 copies)

- This offer will be valid for 2 weeks from the date of this letter. If we do not hear back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Yasar Arafath K
Chennai

Subject: **LETTER OF OFFER**

Dear Yasar Arafath K,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Yasar Arafath K	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly**	**Monthly**
	(First 3 months)	**(4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Abdul Rahim Khan. H

Reg No : 110115105301

College : Aalim Muhammed Salegh college of Engineering

Dear Abdul Rahim Khan. H

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
Third Year	Rs 33,000/-
Fourth Year	Rs 40,000/-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel. : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NSE
NSEIT

To

18.02.2019

Mr. Dhowseep Ahamed
Roll No: 110115104013

Dear Dhowseep Ahamed

Sub: Joining Letter

This has reference to your application and subsequent interview you had with us, for the position of Technical Support Trainee – Networking in our organization.

You will be paid the Salary of Rs.16000/- P.M during the period of your training as per the Company Norms.

Training will be provided in our Training Division located at Vadapalani , Chennai – 600024.

You must complete minimum at least one year of training to get Certificate. Your employment with NSEIT will be subject to a notice period of one Month.

In case the notice period is not adhered; you exit formalities will be incomplete and your service will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with NSEIT.

For NSEIT Pvt Ltd

Prabhu S
Senior Manager – HR

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No.167, Arcot Road, Vadapalani, Chennai – 600024, Mobile: +91 9962289560
Landline : 044 40016231 , Web: www.nseit.com| Email: sakthidasann@nseit.com

AVALON TECHNOLOGIES PRIVATE LIMITED

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CONFIDENTIAL

Date: 05/03/2019

To

Name : Karthikeyan . S

Reg No : 110115105303

College : Aalim Muhammed Salegh College of Engineering

Dear Karthikeyan S

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel : 91-44-4227 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. MUHAMMED MUSTHAFA SHERIFF.S

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- *Net pay/Month-*

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR **Leggett and Platt (India) Pvt Ltd,**

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : G. Mohammed Salaudin

Reg No : 110115105306

College : Aalim Muhammed Salegh college of Engineeri

Dear G. Mohammed Salaudin

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000/-
Second Year	Rs 29,000/-
Third Year	Rs 33,000/-
Fourth Year	Rs 40,000/-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.
Corporate Identification Number : U30007TN1999PTC043479
Tel. : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. MUHAMMED NUKARRAM. S. K.

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – In L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

FOR Leggett and Platt Automotive India Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

(Authorized Signatory)

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner

CONFIDENTIAL

Date: 05/03/2019

To

Name : Prabhakaran V

Reg No : 110115105308

College : Aalim Muhammed Salegh College of Engineering

Dear Prabhakaran V

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SHREE ABIRAMI ENGGINEERING WORKS

ISO 9001 : 2015
JAS-ANZ Accreditation No : M44393108C

Office : Plot No. 56, Arunachalam Main Road,
Ambal Nagar, Porur, Chennai - 600 116.
Phone : 044-24825906 / 24827256 / 2482 7769 Telefax : 044-2482 7572
www.abiramiengg.com e-mail : saewv92@gmail.com

Repairing & Overhauling of Power Transformers and Hydro Generators / Electrical Super A grade Contractors.
Manufacturers up to 400kv Power Transformers/Power Transformers on Rental/NABL accredited Transformer Oil Testing Lab/
Impulse test upto 2400 KV
Authorized service representatives for Schneider Electric, GE, EMCO, ABB Transformers

SAEW/HR/OFFER/G-112/2018-19 **13.03.2019**

To
MR. SYED MOHIUDDIN M
CHENNAI

Recruitment of Graduate Engineer Trainee

Dear **SYED MOHIUDDIN M,**

With reference to your application dated 13.03.2019, and subsequent discussions you had with the undersigned, we are pleased to appoint you as **Engineer Trainee** on a consolidated salary of **Rs.12,000/- (Rupees Twelve thousand only)** per month for a period of one year, The joining date will be intimated to you later through letter/mail.

You should be prepared to take up any kind of related works that the management assigns you as and when necessary. You should work two years from the day of your appointment, you will have a notice period of one month &if you resign within two years then, one month salary will be deducted.

You should strictly adhere to the rules and regulations & discipline of the company. During your tenure, you wish to resign or the management decides that your services are not required any more.

However, if for any reason due to any acts of misconducts or due to any other inevitable circumstances, the management reserves the right to terminate your services forthwith without assigning any reason or notice or any compensation in lieu of.

You have to hand over original certificate at the time of joining and the same will be returned to you during relieving.

Please sign and return the duplicate of this order as a token of acceptance.

Thanking you,

Yours faithfully,

for SHREE ABIRAMI ENGGINEERING WORKS.

SHREE ABIRAMI ENGGINEERING WORKS CHANNAI 600 116

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Accepted:

Justdial

25-03-2019

Syed Najmulla S
Chennai

Subject: **LETTER OF OFFER**

Dear Syed Najmulla S,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Syed Najmulla S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVALON TECHNOLOGIES PRIVATE LIMITED

Your global manufacturing partner .

CONFIDENTIAL

Date: 05/03/2019

To

Name : Syed Natheem . M

Reg No : 110115105312

College : Aalim Muhammed Salegh college of Engineering

Dear Syed Natheem .M

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successfull completion of Graduation)under GET Scheme at Avalon Group which spans through a period of 3 years.Please find below the Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For **Avalon Technologies Pvt Ltd**

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

MECHANICAL ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. ABDUL MUJTHBA SHERIF

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

(Authorized Signatory)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

infodsign
BE DESIGN THE FUTURE

Offer Letter

Afrid Ahamed Sadig.K

Chennai

September 20th ,2018

Dear Afrid Ahamed Sadig.K

Congratulations!

We are pleased to Offer you employment at **Infodsign.** We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as " **Trainee Engineer**"

Your Annual Total Compensation will be INR **1,20,000 PA(One Lac Twenty Thousand only)** at time of your probation Period (6Months). After successful completion of your probation period, you will appoint as permanent employee.

The D.O.J. will inform you shortly. At the time of joining please submit the photocopy of following documents

1. Degree Certificate photocopies in support of your educational qualification
2. 5 Passport size photograph
3. Address proof and Id proof (Aadhaar Card)
4. PAN Card

Kindly sign the duplicate copy of this letter and return it as a token of acceptance

Regards,

Nisha

Nisha

Senior Executive-HR

Accepted

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. AFRID NAWAZ-F

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

(Authorized Signatory)

Leggett & Platt Automotive India Private Limited (Formerly known as L and P Somappa Comfort Systems India Private Limited)
Factory & Registered Office : Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058, India.
Phone : +91 - 44 - 2635 0512, Fax : +91 - 44 - 2635 0510
CIN : U34300TN2006PTC136577, website : www.leggett-automotive.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Ahamed A
Chennai

Subject: **LETTER OF OFFER**

Dear Ahamed A,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Ahamed A	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/065/2018-2019

Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. AHAMED AATHEEF S,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129
Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. N. AHAMED JANSEER

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR **Leggett and Platt (India) Pvt Ltd,**

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorised Signatory

Leggett & Platt Automotive India Private Limited (Formerly known as L and P Somappa Comfort Systems India Private Limited)
Factory & Registered Office : Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058. India.
Phone : +91 - 44 - 2635 0512, Fax : +91 - 44 - 2635 0510
CIN: U34300TN2006PTC136577, websites : www.leggett-automotive.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. A.M.A.H FAAN JUBAIR

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

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2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/066/2018-2019.

Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. AJMAL KHAN A,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/067/2018-2019.

Date: 07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. AKASH M,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. AKRAMALI J

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Asaf Mohammed.A (BE - MECH)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagararm,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

25-03-2019

Ashok S
Chennai

Subject: **LETTER OF OFFER**

Dear Ashok S,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Ashok S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/068/2018-2019.

Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. ASLAM UL AMEEN,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

Justdial

25-03-2019

Aswin R
Chennai

Subject: **LETTER OF OFFER**

Dear Aswin R,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Aswin R	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

EMAAR VALVES & CONTROLS

No- 86, 3rd Cross East Street, Metha Nagar, Kundrathur,
Chennai – 600 069, Tamil Nadu, INDIA
TELEPHONE: 91-9884009911, 91-8838664735
http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/075/2018-2019
Chennai
19-Mar-2019

Dear Mr. Balakrishnan G

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee "** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

P R I D E

P - Pioneering our Future

R - Respect for Individuals and united as a Team

I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform.**

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/069/2018-2019. Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. BARSAT ALI B,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

INDIA

To,

11.03.2019

Mr. A. BASHEER AHAMED

ROLL NO : 110115114017

Dear Mr. A. BASHEER AHAMED

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs.14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk,Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

Justdial

25-03-2019

Bharath S
Chennai

Subject: **LETTER OF OFFER**

Dear Bharath S,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Bharath S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home {a - b - C2}**	**16845**	**22540**
Overall CTC	20000	25000

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/070/2018-2019.

Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. CHARLES BENNY C

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

II No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. DEEPAK T

ROLL NO : 110115114020

Dear Mr. DEEPAK T

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

Justdial

25-03-2019

Dhinesh B
Chennai

Subject: **LETTER OF OFFER**

Dear Dhinesh B,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Dhinesh B	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly**	**Monthly**
	(First 3 months)	**(4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
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Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	**20000**	**25000**

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

EMAAR VALVES & CONTROLS

No- 86, 3rd Cross East Street, Metha Nagar, Kundrathur,
Chennai – 600 069, Tamil Nadu, INDIA
TELEPHONE: 91-9884009911, 91-8838664735
http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/076/2018-2019
Chennai
19-Mar-2019

Dear Mr. Dinesh G

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee "** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

P R I D E

P - Pioneering our Future

R - Respect for Individuals and united as a Team

I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform**.

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓ 1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/071/2018-2019.

Date: 07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. DINESH KUMAR S,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

EMAAR VALVES & CONTROLS

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http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/077/2018-2019
Chennai
19-Mar-2019

Dear Mr. Fahad Sulthan M

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee "** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

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R - Respect for Individuals and united as a Team

I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform.**

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓ 1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/072/2018-2019.

Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. GOPALAKRISHNAN T,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. HAMAD NABEEL

ROLL NO : 110115114027

11.03.2019

Dear Mr. HAMAD NABEEL

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Mahapadan
Senior Manager
HR, IR & Admin

Accepted by,

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/073/2018-2019.

Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. IRFAN AHAMED N,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

#No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

Justdial

25-03-2019

Iyyappan A
Chennai

Subject: **LETTER OF OFFER**

Dear Iyyappan A,

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

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**

The annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.
Details of your compensation are as follows:

1. CTC per month - First 3 months - Rs. 20000/-
2. CTC per month - 4th month onwards - Rs. 25000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.15000/-
4. Total CTC per annum - Rs. 300000/-

***You will be eligible for Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)
Your place of posting will be **Chennai**.
It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

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

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

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

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

For Just Dial Limited

Madhulika Singh
Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Iyyappan A	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC (in INR)	300000/- per annum	
Pay structure	**Monthly (First 3 months)**	**Monthly (4th Month onwards)**
Fixed Components		
Basic	10246	10246
House Rent Allowance (HRA)	5123	5123
Attire Allowance	1091	4151
Field Allowance	893	3397
Salary (C1)	**17353**	**22917**
Statutory Components		
Employer PF Contribution	1230	1230
Employer ESIC Contribution	564	0
Benefit's(C2)	**1794**	**1230**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	**0**	**0**
Statutory Bonus	**853**	**853**
CTC (Total C1+C2+C3 + Statutory Bonus)(a	**20000**	**25000**
Deductions		
Employee PF Contribution	1230	1230
Employee ESIC Contribution	131	0
Total Deductions (b)	**1361**	**1230**
***Net Take Home (a - b - C2)**	**16845**	**22540**
Overall CTC	20000	25000

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

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

EMAAR VALVES & CONTROLS

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http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/078/2018-2019
Chennai
19-Mar-2019

Dear Mr. Jitin Mohan M

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee "** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

P R I D E

P - Pioneering our Future

R - Respect for Individuals and united as a Team

I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform.**

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

infodsign
RE DESIGN THE FUTURE

Offer Letter

September 20th ,2018

Junaid Shariff..M

Chennai

Dear Junaid Shariff.M

Congratulations!

We are pleased to Offer you employment at **Infodsign.** We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as **" Trainee Engineer"**

Your Annual Total Compensation will be INR **1,20,000 PA(One Lac Twenty Thousand only)** at time of your probation Period (6Months). After successful completion of your probation period, you will appoint as permanent employee.

The D.O.J. will inform you shortly. At the time of joining please submit the photocopy of following documents

1. Degree Certificate photocopies in support of your educational qualification
2. 5 Passport size photograph
3. Address proof and Id proof (Aadhaar Card)
4. PAN Card

Kindly sign the duplicate copy of this letter and return it as a token of acceptance

Regards,

Nisha

Nisha

Senior Executive-HR

22/9/18

Accepted

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. V. KAMAL

ROLL NO : 110115114034

Dear Mr. V. KAMAL

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/074/2018-2019.

Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. KARTHICK D,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

MrKHALEED MOHAMED KHAN

ROLL NO : 110115114045

11.03.2019

Dear Mr. KHALEED MOHAMED KHAN

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum I year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/075/2018-2019.

Date: 07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. MAHATHIR MOHAMED N,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

EMAAR VALVES & CONTROLS

No- 86, 3rd Cross East Street, Metha Nagar, Kundrathur,
Chennai – 600 069, Tamil Nadu, INDIA
TELEPHONE: 91-9884009911, 91-8838664735
http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/080/2018-2019
Chennai
19-Mar-2019

Dear Mr. Manoharan M

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee"** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

P R I D E

P - Pioneering our Future

R - Respect for Individuals and united as a Team

I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform.**

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. MD. MAZHARULLAH SHERIEF

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – In L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Authorized Signatory

Leggett & Platt Automotive India Pvt. Ltd. Chennai

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. J. S MOHAMED ABUBAKER THANJZH

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

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Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. MOHAMED AFSAR *Place:* CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- *Net pay/Month-*

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

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FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

(Authorized Signatory)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. M. MOHAMED AJMAL

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

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Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Authorised Signatory

Leggett & Platt Automotive India Pvt. Ltd. Chennai

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. S. MUHAMED AKIL

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15,000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

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3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

EMAAR VALVES & CONTROLS

No- 86, 3rd Cross East Street, Metha Nagar, Kundrathur,
Chennai – 600 069, Tamil Nadu, INDIA
TELEPHONE: 91-9884009911, 91-8838664735
http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/081/2018-2019
Chennai
19-Mar-2019

Dear Mr. Mohammed Ammar M F

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee "** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

P R I D E

P - Pioneering our Future

R - Respect for Individuals and united as a Team

I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform.**

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓ 1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. MOHAMMED ANWAR BASHA.K

ROLL NO : 110115114045

Dear Mr. MOHAMMED ANWAR BASHA.K

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. MOHAMED ARSHAD . A

ROLL NO : 110115114046

Dear Mr. MOHAMED ARSHAD . A

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1458

27-Mar-2019

Name : **Mr. MOHAMED ASHIK A**
Address : 394, JAPAN STREET,
AVANIAPURAM
THANJAVUR
PIN-612107

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 6th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr.MOHAMED ASLAM . A

ROLL NO : 110115114049

11.03.2019

Dear Mr. MOHAMED ASLAM . A

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
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http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/082/2018-2019
Chennai
19-Mar-2019

Dear Mr. Mohammed Aslan Sha A

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee "** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

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P R I D E

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R - Respect for Individuals and united as a Team

I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform.**

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓ 1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/034/2018-2019.

Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. MOHAMED AZEEZ J,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1456

27-Mar-2019

Name : **Mr. MOHAMED EZAR RAHMAN O**
Address : 1/6, PALLIVASAL STREET,
SENGANOOR
NANNILAM TALUK
TIRUVARUR DIST
PIN-610107

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

EMAAR VALVES & CONTROLS

No- 86, 3rd Cross East Street, Metha Nagar, Kundrathur,
Chennai – 600 069, Tamil Nadu, INDIA
TELEPHONE: 91-9884009911, 91-8838664735
http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/083/2018-2019
Chennai
19-Mar-2019

Dear Mr. Mohamed Faisal K S

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee"** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

P R I D E

P - Pioneering our Future

R - Respect for Individuals and united as a Team

I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform**.

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓ 1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

EMAAR VALVES & CONTROLS

No- 86, 3rd Cross East Street, Metha Nagar, Kundrathur,
Chennai – 600 069, Tamil Nadu, INDIA
TELEPHONE: 91-9884009911, 91-8838664735
http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/084/2018-2019
Chennai
19-Mar-2019

Dear Mr. Mohamed Farhan A

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee "** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

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I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform.**

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓ 1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/076/2018-2019.

Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. MOHAMED FAYEES M ,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthalya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

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GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/085/2018-2019
Chennai
19-Mar-2019

Dear Mr. Mohamed Hasan M

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee "** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

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I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform.**

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓ 1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/077/2018-2019.

Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. MOHAMED IJAZ M,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/078/2018-2019.

Date: 07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. MOHAMED IRFAN A,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

Mobile: 6380119322, 09444903295, G Mail: gchvacsystems@gmail.com

EMAAR VALVES & CONTROLS

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http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/086/2018-2019
Chennai
19-Mar-2019

Dear Mr. Mohamed Ismail M

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee"** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

P R I D E

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I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform**.

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓ 1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1457

27-Mar-2019

Name : **Mr. MOHAMED MAROOF GANI J**
Address : NO.18/44-1
NORTH STREET
KILAKARAI
RAMANAD DIST
PIN-623517

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 6th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

GREEN COMFORTS
HVAC SYSTEMS

Ref: GREEN COMFORT/HR/079/2018-2019.

Date:07-03-2019

EMPLOYMENT OFFER LETTER

Dear Mr. MOHAMED MARSATH M,

With reference to your interview on 04-03-2019, your candidature have been shortlisted based on your qualification, premium Credentials and as a final consequence we hereby offer you the position in our organisation as follows:

Designation : Junior Design Engineer - HVAC

Salary : Rs. 13,000 /- per Month (Inclusive all)

The Proposal for Date of Joining: 05-06-2019.

Yours Truly,

Thanks & Regards,

S.Vasu

(Partner)

(06380119322)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

No. 11 /721, Muthalya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai – 600 129

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EMAAR VALVES & CONTROLS

No- 86, 3rd Cross East Street, Metha Nagar, Kundrathur,
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http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/087/2018-2019
Chennai
19-Mar-2019

Dear Mr. Mohamed Mujamal S

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee "** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **19-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

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- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform.**

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

EMAAR VALVES & CONTROLS

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http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/088/2018-2019
Chennai
19-Mar-2019

Dear Mr. Mohamed Nazeem M

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee "** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

P R I D E

P - Pioneering our Future

R - Respect for Individuals and united as a Team

I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform.**

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1459

27-Mar-2019

Name : **Mr. MOHAMED OMAR FAIYAZ**
Address : 39/15, APPADURAI SECOND STREET,
AYNAVARAM
CHENNAI
PIN - 600023

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

EMAAR VALVES & CONTROLS

No- 86, 3rd Cross East Street, Metha Nagar, Kundrathur,
Chennai – 600 069, Tamil Nadu, INDIA
TELEPHONE: 91-9884009911, 91-8838664735
http://www.emaarvalves.in * E-mail: info@emaarvalves.in
GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:EVC:PER/089/2018-2019
Chennai
19-Mar-2019

Dear Mr. Mohamed Safi

Further to your application and subsequent interview you had with us, we are pleased to offer you employment in our organization as **"Graduate Engineer Trainee "** in our CHENNAI location.

- Your annual cost to the company will be: **Rs 1,20,000/- per annul** (Total cash compensation)
- Company Performance linked incentive deferred annual bonus as per the rules of the company.
- You will stand governed by all rules and regulations of the company.
- You are requested to join duty on or before **04-Jun-2019** Pleaseconfirmyour probable date of joining within 7 days from the date of issueof this offer letter.
- A detailed **Appointment letter** will be issued after you join duty, which shall include all terms and conditions of your employment with a detailed salary breakup.

Your employment is subject to **6 months' probation** period. Effective from the date of joining. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

We request you to bring the following documents / Credentials at the time of Joining and submit these documents to **HR Department** on the day you join our organization:

- 2 passport Size photograph
- Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- Relieving letter from your previous employer. / Fresher not required
- Copy of Salary Certificate/Last three months' Salary Slip
- Experience Letter from previous employment.
- Proof of Address (Vote ID, Aadhar, Passport)
- PAN card

With Best wishes,

EMAAR VALVES & CONTROLS

Gayathri. V

Sr. Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

P R I D E

P - Pioneering our Future

R - Respect for Individuals and united as a Team

I - Integrity

D - Delighting the Customer

E - Excellence

Dress Code:

Employees:

- ✓ Formal for Monday to Thursday
- ✓ Casual on Friday & Saturday

Technicians/Workers/helpers:

Should wear their respective **Uniform**.

Work Duration:

✓ Working hours - 09:00 to 18:00, six days a week.

✓ 1 weekly off.

Leave Policy:

Annual Leave 30 days (CL -15 days; SL – 15 days)

Maternity Leave As per Maternity Benefit Amendment Act 2017

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Probation Period:

✓ 6 months

Notice Period:

✓ 1 month

Reference Check:

All new hires must satisfactorily clear Background Verification (BGV) conducted by our Company/external agency.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1460

27-Mar-2019

Name : **Mr. MOHAMED SAJID**
Address : 2/142, NORTH STREET,
VANALADI
NAGAPATTINAM
PIN-609701

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**.

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: 'Kochar Bliss', 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. MOHAMED THASREEF A

ROLL NO :110115114068

11.03.2019

Dear Mr. MOHAMED THASREEF A

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

ki MOBILITY SOLUTIONS

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1461

27-Mar-2019

Name : **Mr. MOHAMED YASIR M**
Address : 4/115, SOUTH STREET,
SWAMIYARMADAM
THIRUPALLAIKUDI,
RAMANATHAPURAM
PIN-623531

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 6th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

INDIA

To,

11.03.2019

Mr. MOHAMED YOUSUF AFZAL P.M

ROLL NO : 110115114070

Dear Mr. MOHAMED YOUSUF AFZAL P.M

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1462 **27-Mar-2019**

Name : **Mr. MOHAMMAD SHEAD S**
Address : NO.13, THIRUVEDI AMMAN KOIL STREET
MANNURPET
CHENNAI
PIN-600055

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. MOHAMMED ADNAN A

ROLL NO : 110115114072

Dear Mr. MOHAMMED ADNAN A

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru Vi Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1463 **27-Mar-2019**

Name : **Mr. MOHAMMED FAHAD F**
Address : 21/9, SINNA LEBBAI STREET,
PORAIYUR
NAGAI
PIN-609307

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**.

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
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CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

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9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. S. MOHAMED FIZAL

ROLL NO : 110115114074

Dear Mr. S. MOHAMED FIZAL

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
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Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1464 **27-Mar-2019**

Name : **Mr. MOHAMMED HASEEB KHAN**
Address : J-1, BHAGYALAKSHMI BHARATH NAGAR
MADIPAKKAM
CHENNAI
PIN-600009

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U525907N2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1465

27-Mar-2019

Name : **Mr. MOHAMMED SULAIMAAN**
Address : 5/19, VASANTHA GARDEN
1ST, LANE AYANAVARAM
ATTATURAI POST
CHENNAI
PIN-600023

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. MOHAMED THAWFIK KHAN

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – In L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

(Authorised Signatory)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. MOHAN KUMAR A.S

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

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Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

(Authorised Signatory)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. NASL CHERAYAKAT

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

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3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorised Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. NAVEEN. C

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – In L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

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3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

(Authorized Signatory)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. PRABHKAR VASUN

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

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3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

April 10th, 2019

Mr. Pradish D,
No.11A/ 9A, Baradiyar Street,,
DRR Nagar, Avadi,
Chennai – 600 054.

Sub: Offer of Appointment – Digital Marketing - Associate

It was a pleasure discussing career opportunities for you at **iTrend Solution**. We are very pleased to extend to you an offer of employment with iTrend Solution as **"Digital Marketing - Associate"**, based out of our ***Chennai*** office.

You will be compensated **Rs.1,80,000 (Rupees One lakh Eighty Thousand only) per annum,** for work performed. Please read and review these documents carefully.

As an employee of **iTrend,** you will be guided by the rules and regulations of the Company. You are expected to adhere to these rules and regulations and work to the best of your abilities on tasks and responsibilities assigned to you by your supervisor.

Yasar, we are confident that **iTrend** will provide an outstanding opportunity for you to develop your career further and accomplish your professional goals. You will work in an exciting work environment and have opportunities for continuous learning and development.

This offer of appointment is issued in duplicate. If the offer is acceptable to you, please sign all pages of the offer and return to us one copy, immediately, as token of your acceptance. It is important that you join us at the earliest as your presence and participation is required in a key program that contributes to the success of **iTrend** as well as your career growth in this rapidly growing organization. We look forward to you joining us on **10/Jun/2019.**

We are extremely excited about having you on our team and look forward to seeing you soon.

Please note that your salary and terms of employment are confidential in nature. You will not discuss this with anyone other than your close family members, tax / legal consultants for tax planning purpose and your immediate supervisor and above within **iTrend** on a need-to-know basis. You can reveal the same for any statutory purposes, if warranted.

Best wishes,

Vishnu Priya A.

HR Department
iTrend Solution

I Accept: _____

Date:

iTrend Solution
Corporate Office - No. 13-14 Maple Garden, Indirapriyadarsini Road,
Near Indian Bank, Perumbakkam, Chennai - 600100.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

OTHER REGULAR TERMS AND CONDITIONS:

1. You will be on probationary appointment for a period of Three months from the date of joining. During this period, your on-the-job performance will be assessed by your reporting manager and necessary feedback given to you for improvement. In the event your performance on-the-job is wanting, the probationary period may be extended by another lap of three months. Alternatively, your services will be dispensed with.

2. Increments will entirely depend upon your performance of your first 3 months period as assessed by the management and it will process as per the increment cycle.

3. During the period of your employment with the Company you will not carry on any business or offer your services for any part of your time or be employed in any other company or person or on your own. You will devote your entire time and attention at work to your duties to promote and further the interests and business of the Company.

4. You shall use your best energies and abilities on a full-time basis to perform the employment duties assigned to you, at locations designated by the Company, including customer offices. Your employment shall comply with all rules, regulations and procedures of the Company. During your employment, you shall not directly or indirectly usurp any corporate opportunities or otherwise engage in any conduct adverse to the best interest of the Company.

5. You shall not divulge any confidential information of or violate any agreement with your prior employers or their clients. You shall not indulge in any act of commission that is likely to harm or affect prejudicially the reputation of the Company. It is also your duty to bring to the notice of management any acts or commissions of any other employee which affect the Company prejudicially, immediately as it comes to your knowledge. You will sign a Confidentiality Agreement with the Company that will be provided to you at the time of joining of the company.

6. You should observe strict secrecy respecting all transactions of the Company, its trade secrets, its business strategy, its business ideas, names of its customers, clients, vendors, employees etc., and its state of accounts. You shall not reveal any of the matters which may come to your knowledge about the Company except when required to do so by a Director.

7. You will be responsible for the safekeeping and return in good condition or order of all of the Company's properties, which may be in your use, custody, care of or charge. The Company shall have the right to deduct the money value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction

8. Should you desire to leave the Company's service during your probationary period, you may do so by giving a written resignation letter to your manager and by serving 45 days of notice period. You can leave the Company's service upon completing the 45days of notice period that will commence immediately after serving the resignation letter.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

9. Should you desire to leave the Company's service at any time and for any reason after the completion of your probationary period, you will be required to give 2 calendar months' notice, if applicable. On receipt of such notice, management can advance the effective date of termination of service at its discretion.

10. You are required to take prior permission from management if absent for more than one day. The grant of leave will be according to exigencies of circumstances.

Agreed to and accepted with the intent to be legally bound.

Signature of Candidate

Date: _____

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. PRATHABAN.R

ROLL NO : 110115114085

Dear Mr. PRATHABAN.R

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. K.PRAVEEN KUMAR

ROLL NO : 110115114086

Dear Mr. K.PRAVEEN KUMAR

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

April 10th, 2019

Mr. Praveen Kumar R,
No.31/125, Mettu Street,
Athipet,
Chennai – 600 058.

Sub: Offer of Appointment – Digital Marketing - Associate

It was a pleasure discussing career opportunities for you at **iTrend Solution**. We are very pleased to extend to you an offer of employment with iTrend Solution as **"Digital Marketing - Associate"**, based out of our ***Chennai*** office.

You will be compensated **Rs.1,80,000 (Rupees One lakh Eighty Thousand only) per annum,** for work performed. Please read and review these documents carefully.

As an employee of **iTrend,** you will be guided by the rules and regulations of the Company. You are expected to adhere to these rules and regulations and work to the best of your abilities on tasks and responsibilities assigned to you by your supervisor.

Yasar, we are confident that **iTrend** will provide an outstanding opportunity for you to develop your career further and accomplish your professional goals. You will work in an exciting work environment and have opportunities for continuous learning and development.

This offer of appointment is issued in duplicate. If the offer is acceptable to you, please sign all pages of the offer and return to us one copy, immediately, as token of your acceptance. It is important that you join us at the earliest as your presence and participation is required in a key program that contributes to the success of **iTrend** as well as your career growth in this rapidly growing organization. We look forward to you joining us on **10/Jun/2019.**

We are extremely excited about having you on our team and look forward to seeing you soon.

Please note that your salary and terms of employment are confidential in nature. You will not discuss this with anyone other than your close family members, tax / legal consultants for tax planning purpose and your immediate supervisor and above within **iTrend** on a need-to-know basis. You can reveal the same for any statutory purposes, if warranted.

Best wishes,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Vishnu Priya A.
HR Department
iTrend Solution

I Accept: _____

Date:

OTHER REGULAR TERMS AND CONDITIONS:

1. You will be on probationary appointment for a period of Three months from the date of joining. During this period, your on-the-job performance will be assessed by your reporting manager and necessary feedback given to you for improvement. In the event your performance on-the-job is wanting, the probationary period may be extended by another lap of three months. Alternatively, your services will be dispensed with.

2. Increments will entirely depend upon your performance of your first 3 months period as assessed by the management and it will process as per the increment cycle.

3. During the period of your employment with the Company you will not carry on any business or offer your services for any part of your time or be employed in any other company or person or on your own. You will devote your entire time and attention at work to your duties to promote and further the interests and business of the Company.

4. You shall use your best energies and abilities on a full-time basis to perform the employment duties assigned to you, at locations designated by the Company, including customer offices. Your employment shall comply with all rules, regulations and procedures of the Company. During your employment, you shall not directly or indirectly usurp any corporate opportunities or otherwise engage in any conduct adverse to the best interest of the Company.

5. You shall not divulge any confidential information of or violate any agreement with your prior employers or their clients. You shall not indulge in any act of commission that is likely to harm or affect prejudicially the reputation of the Company. It is also your duty to bring to the notice of management any acts or commissions of any other employee which affect the Company prejudicially, immediately as it comes to your knowledge. You will sign a Confidentiality Agreement with the Company that will be provided to you at the time of joining of the company.

6. You should observe strict secrecy respecting all transactions of the Company, its trade secrets, its business strategy, its business ideas, names of its customers, clients, vendors, employees etc., and its state of accounts. You shall not reveal any of the matters which may come to your knowledge about the Company except when required to do so by a Director.

7. You will be responsible for the safekeeping and return in good condition or order of all of the Company's properties, which may be in your use, custody, care of or charge. The Company shall have the right to deduct the money value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction

8. Should you desire to leave the Company's service during your probationary period, you may do so by giving a written resignation letter to your manager and by serving 45 days of notice period. You can leave the Company's service upon completing the 45days of notice period that will commence immediately after serving the resignation letter.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

9. Should you desire to leave the Company's service at any time and for any reason after the completion of your probationary period, you will be required to give 2 calendar months' notice, if applicable. On receipt of such notice, management can advance the effective date of termination of service at its discretion.

10. You are required to take prior permission from management if absent for more than one day. The grant of leave will be according to exigencies of circumstances.

Agreed to and accepted with the intent to be legally bound.

_____

Signature of Candidate

Date: _____

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr.H.RAHMAN

11.03.2019

ROLL NO : 110115114088

Dear Mr. H.RAHMAN

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

Optimal
MEP Consultants

Door no: 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai-600 032.
Mail: office@optimalmep.com, gobinath@optimalmep.com.

REF: Optimal/AL/NEW/109/2018-2019 04.03.2019

Mr. RAJADURAI C
2246, TYPE 2A 4TH BLOCK GC
CRPF CAMPUS AVADI, CHENNAI - 600 065

Dear Mr. RAJADURAI C,

With reference to your application & direct interview, we are pleased to Appoint you with Optimal MEP Consultants as **Draftsman – HVAC**

Your responsibility - **Design Activities, Including Coordination or Drawing Work / Integrating Utilities / Working out BOQ's / Preparation of Tenders / Site Inspections / Traveling as required and co-ordinate with design team about site constraints.**

You will be paid on LUMPSUM BASIS all inclusive amount of **Rs. 10,000/- (Ten thousand only)** per Month. (All deductions as per prevailing Govt. rules will be made, if applicable.)

You will be on probation for the period of three months & the period can be extended if the performance is not found satisfactory. You shall be informed in writing about the end of probationary period. If no letter of confirmation is issued, the probation period shall be deemed to be considered as extended further. During the probation period the appointment can be terminated without any notice.

Your appointment and /or continuation shall be subject to your being declared & remaining physically & mentally fit. If you are found guilty or dishonest, disordered, undisciplined, irregular, incompetent in work assigned, absent on duty without permission or violating of any other terms or standing order or service rules, your services are liable to be terminated without any notice.

1. Yours duties will include efficient, satisfactory and economical operation in area of responsibility that may be assigned to you from time to time. As an employee, you will maintain a high standard of loyalty, integrity and secrecy and will lilies with employees working under your supervision or your colleagues and will be responsible for the execution of the decision taken by the Management from time to time.

2. The management will be within its right to transfer you for work or loan your service to any other Unit / Division / Department or its parent and / or Associated Companies in any part of the country where the Company has an office, branch or unit or site for the work either at present or may have at any time in future., branch or unit or site for the work either at present or may have at any time in future.

3. Your appointment being made on the basis of your particulars such as qualification etc, as given in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or salary in lieu of notice.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. *Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you.*

5. *Your services shall be governed by the Rules and Regulations of the company that are presently in operation or that may be brought into force from time to time and also subject to the Rules and Regulations of services applicable to the company's Executive generally. You shall so long as you are in the service of the Company obey all the lawful orders by the company through its Manager or Managers for the time being or by other duly authorized person and shall devote your whole time and attention to the business and interest of the company and shall not engage in any other business or occupation whatsoever or be interested directly or indirectly in any business or undertaking having interest of the company or in any business or undertaking having transactions except with the company's consent in writing. The company is at discretion to take legal action or inform the local public through newspaper if found dishonoring the same.*

6. *You shall not, either during or after employment hereunder divulge or utilize any confidential information belonging to the company or any of its associated companies (including confidential information as to the business- affairs of these companies) which may have come to your knowledge during your employment hereunder or during your employment under any associate companies and you shall, both during and after your employment, hereunder take all reasonable precautions to keep all such information secret.*

7. *Except so far as may be necessary for the purpose your duties hereunder you shall not, without the consent of the company, retain or make originals or copies of telegrams, letter, maps, drawings, reports, calculations, specifications, formulas, forms, licenses, agreements or other documents of whatever nature belonging to the company or any of its associated companies may be or may have been interested and which have come into your possession by reason of your employment hereunder. If on the termination of your employment hereunder you are in the possession of any of the above documents of whatsoever nature belonging to the company or its associated companies or any notes there off or any samples or specimens as aforesaid you shall deliver the same to the company without being asked for as consent to retain them had been given to you by the company.*

8. *Not withstanding anything to the contrary herein contained the company may any time:-A) Terminate your appointment should you be absent from work or an incapacitated from properly performing your duties owing to ill health or accident for a period of one month by giving to your 15 days notice in writing of its intention to do so. B) Summarily dismiss you without notice, should you be guilty of breach of any terms and conditions contained herein, insobriety, addition to drugs, dishonesty, disobedience, disorderly neglect of duty or any conduct which undersigned or Manager of the company certifies in writing be detrimental to the business or interests of the company or its associates. Such certificates will be final and binding in all respect. C) At its absolute discretion terminate this appointment either by giving you 30 days notice or without previous notice upon paying to you addition to any sum which may have accrued to you at the date of such termination of the appointment a sum by way of compensation equal to one month salary (calculated a the rate of Basic salary then current under the appointment. D) At its absolute discretion terminate with a notice of 30 days if your performance is not up to the satisfaction for duration as decided by the Managers of the company from time to time. Such verdicts from the Manager or the undersigned will be final and binding in all respects.*

9. *Should this appointment be terminated, you shall not be entitled to any compensation or any pay beyond that which may have accrued to you at the date of termination thereof or you dismissal.*

10. *Should you for any reasons wish to terminate your services with the company you will be at liberty to resign from our employment on the expiry of 30 days notice in writing of your intention to do so which must be handed to the undersigned. It will be the company's discretion to decide in the event of your giving such notice whether you should work for the period of such*

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

notice or whether your services shall terminate at some earlier date than the date given in your notice. In case, however, any amount is due to the company you will be entitled to leave the company's services till such you have paid this amount back to the company.

TERMINATION CLAUSE:

a) Your services can be terminated on one month's notice or salary in lieu of notice by either side, no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the specified period of your service, however no notice will be necessary if the management finds that the particulars supplied by you in your application for appointment are false or the performance is found to be non satisfactory.
However decision regarding acceptance of your resignation and subsequently relieving you, shall be taken by the management depending upon the status & urgency of the projects you are handling and level of commitment made by the organization on your behalf.

b) Your appointment and continuance in employment of the management shall be subject to your being found medically (Physically and mentally) fit by our Company's Doctor, whose findings shall be final and binding. If found medically unfit by him, your services shall stand automatically without any compensation there of.

SECRECY:

a) You will not give to anyone, by word or mouth or otherwise, any particulars or details of our process technical know-how, security arrangement, administrative and / or organizational matters, financial matters whether confidential, secret or otherwise during the course of your employment and subsequently.

b) That you shall be just and faithful to the establishment in all the matters and shall not at any time except under the legal process divulge to any person whatsoever and shall use your best endeavor to prevent the publication or disclosure of any trade secret or any other information concerning or in respect of the items of its dealing / transactions or affairs which may come to your knowledge. You are also restrained to do business or competition with this company at least for a period of three years from the date of your cessation of employment with the company.

GENERAL:

a) That as a responsible member of our prestigious organization, you will keep high standard of efficiency, integrity and honesty.

b) That during the course of your employment you will discharge your duties efficiently and diligently and to the best of your ability. You shall devote your whole time and attention to the interest of the company. You shall honestly and faithfully serve the company and use your utmost endeavor to promote the interest of the company.

c) You shall carry out all work and duties entrusted to you by your superiors.

d) You will be required to attend the duties of your immediate superior or immediate Assistant during their absence period.

e) Your hours of attendance shall be regulated to suit the duties entrusted to you from time to time and you are expected to come on shift duty as and when directed by the company.

f) That during the period of your employment, you will not work directly or indirectly for any other person, firm, company or organization, whether with or without remuneration, not you will engage yourself or be interested directly or indirectly in any trade or business either as employer or employee or partner or advisor or in any other capacity.

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COLLEGE OF ENGINEERING

TAXATION:

You shall bear your taxation, which shall be deducted, from your salary and / or other dues.

CHANGE OF ADDRESS:

In case of any change of address as given by you, it will be your duty to intimate to the Management and to get such change recorded in the register of address, all communications sent to you by the Management at your last given address shall be deemed to have been delivered to you at the correct address.

Unless and until, the agreement is reviewed, the same will be valid for the further period.

We look forward to welcoming Employee ***Optimal MEP Consultants****. Should Employee need any further information, write to office@optimalmep.com*

In token of your acceptance of the above terms and conditions, you are required to sign one copy of this letter and return the same to us.

Approved by

R. Gobinath
Principal Consultant
Optimal MEP Consultants

Verified by

JEBIN RAJ. S
HR Administrator
Optimal MEP Consultants

ACCEPTANCE OF OFFER FOR EMPLOYMENT

I have read and understood the terms and conditions governing my employment with the organization along with the rules & regulations mentioned in the policy statement and the same are acceptable to me in totality.

PLACE :

DATE :

RAJADURAI C

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. RAJEETH KUMAR K.C

ROLL NO : 110115114090

Dear Mr. RAJEETH KUMAR K.C

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. RAJKIRAN.R

11.03.2019

ROLL NO : 110115114091

Dear Mr. RAJKIRAN.R

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. RAMESH S

ROLL NO : 110115114092

Dear Mr. RAMESH S

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. ROSHAN FAREED

ROLL NO : 110115114093

Dear Mr.ROSHAN FAREED

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. SADHA SIVAVARMAN.A

ROLL NO : 110115114094

Dear Mr. SADHA SIVAVARMAN.A

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

April 10th, 2019

Mr. Safat Ahamed,
No. 663 Barakath Street,
Poonthottam,
Thiruvarur – 609 503.

Sub: Offer of Appointment – Digital Marketing - Associate

It was a pleasure discussing career opportunities for you at **iTrend Solution**. We are very pleased to extend to you an offer of employment with iTrend Solution as **"Digital Marketing - Associate"**, based out of our ***Chennai*** office.

You will be compensated **Rs.1,80,000 (Rupees One lakh Eighty Thousand only) per annum**, for work performed. Please read and review these documents carefully.

As an employee of **iTrend**, you will be guided by the rules and regulations of the Company. You are expected to adhere to these rules and regulations and work to the best of your abilities on tasks and responsibilities assigned to you by your supervisor.

Yasar, we are confident that **iTrend** will provide an outstanding opportunity for you to develop your career further and accomplish your professional goals. You will work in an exciting work environment and have opportunities for continuous learning and development.

This offer of appointment is issued in duplicate. If the offer is acceptable to you, please sign all pages of the offer and return to us one copy, immediately, as token of your acceptance. It is important that you join us at the earliest as your presence and participation is required in a key program that contributes to the success of **iTrend** as well as your career growth in this rapidly growing organization. We look forward to you joining us on **10/Jun/2019**.

We are extremely excited about having you on our team and look forward to seeing you soon.

Please note that your salary and terms of employment are confidential in nature. You will not discuss this with anyone other than your close family members, tax / legal consultants for tax planning purpose and your immediate supervisor and above within **iTrend** on a need-to-know basis. You can reveal the same for any statutory purposes, if warranted.

Best wishes,

Vishnu Priya A.

HR Department
iTrend Solution

I Accept: _____ **Date:**

iTrend Solution
Corporate Office - No. 13-14 Maple Garden, Indirapriyadarsini Road,
Near Indian Bank, Perumbakkam, Chennai - 600100.

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COLLEGE OF ENGINEERING

OTHER REGULAR TERMS AND CONDITIONS:

1. You will be on probationary appointment for a period of Three months from the date of joining. During this period, your on-the-job performance will be assessed by your reporting manager and necessary feedback given to you for improvement. In the event your performance on-the-job is wanting, the probationary period may be extended by another lap of three months. Alternatively, your services will be dispensed with.

2. Increments will entirely depend upon your performance of your first 3 months period as assessed by the management and it will process as per the increment cycle.

3. During the period of your employment with the Company you will not carry on any business or offer your services for any part of your time or be employed in any other company or person or on your own. You will devote your entire time and attention at work to your duties to promote and further the interests and business of the Company.

4. You shall use your best energies and abilities on a full-time basis to perform the employment duties assigned to you, at locations designated by the Company, including customer offices. Your employment shall comply with all rules, regulations and procedures of the Company. During your employment, you shall not directly or indirectly usurp any corporate opportunities or otherwise engage in any conduct adverse to the best interest of the Company.

5. You shall not divulge any confidential information of or violate any agreement with your prior employers or their clients. You shall not indulge in any act of commission that is likely to harm or affect prejudicially the reputation of the Company. It is also your duty to bring to the notice of management any acts or commissions of any other employee which affect the Company prejudicially, immediately as it comes to your knowledge. You will sign a Confidentiality Agreement with the Company that will be provided to you at the time of joining of the company.

6. You should observe strict secrecy respecting all transactions of the Company, its trade secrets, its business strategy, its business ideas, names of its customers, clients, vendors, employees etc., and its state of accounts. You shall not reveal any of the matters which may come to your knowledge about the Company except when required to do so by a Director.

7. You will be responsible for the safekeeping and return in good condition or order of all of the Company's properties, which may be in your use, custody, care of or charge. The Company shall have the right to deduct the money value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction

8. Should you desire to leave the Company's service during your probationary period, you may do so by giving a written resignation letter to your manager and by serving 45 days of notice period. You can leave the Company's service upon completing the 45days of notice period that will commence immediately after serving the resignation letter.

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

9. Should you desire to leave the Company's service at any time and for any reason after the completion of your probationary period, you will be required to give 2 calendar months' notice, if applicable. On receipt of such notice, management can advance the effective date of termination of service at its discretion.

10. You are required to take prior permission from management if absent for more than one day. The grant of leave will be according to exigencies of circumstances.

Agreed to and accepted with the intent to be legally bound.

_____ **Date:** _____

Signature of Candidate

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1470

27-Mar-2019

Name : **Mr. SAHUL HAMEED H**
Address : No. 11, DEVARAJ MUDALIAR STREET,
CHENNAI - 600 003

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**

2. You will be paid a **Stipend of Rs.9000** /- and **Other Allowance of Rs. 6000** /- per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: 'Kochar Bliss', 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Optimal
MEP Consultants

Door no: 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai-600 032.
Mail: office@optimalmep.com, gobinath@optimalmep.com.

REF: Optimal/AL/NEW/105/2018-2019

04.03.2019

Mr. SARAVANAN S
82/6, YADAVA STREET, KALANGAPERI,
K R NAGAR POST, RAJAPALAYAM -626 108.

Dear Mr. SARAVANAN S,

With reference to your application & direct interview, we are pleased to Appoint you with Optimal MEP Consultants as **Draftsman – HVAC**

Your responsibility - **Design Activities, Including Coordination or Drawing Work / Integrating Utilities / Working out BOQ's / Preparation of Tenders / Site Inspections / Traveling as required and co-ordinate with design team about site constraints.**

You will be paid on LUMPSUM BASIS all inclusive amount of **Rs. 10,000/- (Ten thousand only)** per Month. (All deductions as per prevailing Govt. rules will be made, if applicable.)

You will be on probation for the period of three months & the period can be extended if the performance is not found satisfactory. You shall be informed in writing about the end of probationary period. If no letter of confirmation is issued, the probation period shall be deemed to be considered as extended further. During the probation period the appointment can be terminated without any notice.

Your appointment and /or continuation shall be subject to your being declared & remaining physically & mentally fit. If you are found guilty or dishonest, disordered, undisciplined, irregular, incompetent in work assigned, absent on duty without permission or violating of any other terms or standing order or service rules, your services are liable to be terminated without any notice.

1. Yours duties will include efficient, satisfactory and economical operation in area of responsibility that may be assigned to you from time to time. As an employee, you will maintain a high standard of loyalty, integrity and secrecy and will lilies with employees working under your supervision or your colleagues and will be responsible for the execution of the decision taken by the Management from time to time.

2. The management will be within its right to transfer you for work or loan your service to any other Unit / Division / Department or its parent and / or Associated Companies in any part of the country where the Company has an office, branch or unit or site for the work either at present or may have at any time in future., branch or unit or site for the work either at present or may have at any time in future.

3. Your appointment being made on the basis of your particulars such as qualification etc, as given in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or salary in lieu of notice.

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COLLEGE OF ENGINEERING

4. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you.

5. Your services shall be governed by the Rules and Regulations of the company that are presently in operation or that may be brought into force from time to time and also subject to the Rules and Regulations of services applicable to the company's Executive generally. You shall so long as you are in the service of the Company obey all the lawful orders by the company through its Manager or Managers for the time being or by other duly authorized person and shall devote your whole time and attention to the business and interest of the company and shall not engage in any other business or occupation whatsoever or be interested directly or indirectly in any business or undertaking having interest of the company or in any business or undertaking having transactions except with the company's consent in writing. The company is at discretion to take legal action or inform the local public through newspaper if found dishonoring the same.

6. You shall not, either during or after employment hereunder divulge or utilize any confidential information belonging to the company or any of its associated companies (including confidential information as to the business- affairs of these companies) which may have come to your knowledge during your employment hereunder or during your employment under any associate companies and you shall, both during and after your employment, hereunder take all reasonable precautions to keep all such information secret.

7. Except so far as may be necessary for the purpose your duties hereunder you shall not, without the consent of the company, retain or make originals or copies of telegrams, letter, maps, drawings, reports, calculations, specifications, formulas, forms, licenses, agreements or other documents of whatever nature belonging to the company or any of its associated companies may be or may have been interested and which have come into your possession by reason of your employment hereunder. If on the termination of your employment hereunder you are in the possession of any of the above documents of whatsoever nature belonging to the company or its associated companies or any notes there off or any samples or specimens as aforesaid you shall deliver the same to the company without being asked for as consent to retain them had been given to you by the company.

8. Not withstanding anything to the contrary herein contained the company may any time:-A) Terminate your appointment should you be absent from work or an incapacitated from properly performing your duties owing to ill health or accident for a period of one month by giving to your 15 days notice in writing of its intention to do so. B) Summarily dismiss you without notice, should you be guilty of breach of any terms and conditions contained herein, insobriety, addition to drugs, dishonesty, disobedience, disorderly neglect of duty or any conduct which undersigned or Manager of the company certifies in writing be detrimental to the business or interests of the company or its associates. Such certificates will be final and binding in all respect. C) At its absolute discretion terminate this appointment either by giving you 30 days notice or without previous notice upon paying to you addition to any sum which may have accrued to you at the date of such termination of the appointment a sum by way of compensation equal to one month salary (calculated a the rate of Basic salary then current under the appointment. D) At its absolute discretion terminate with a notice of 30 days if your performance is not up to the satisfaction for duration as decided by the Managers of the company from time to time. Such verdicts from the Manager or the undersigned will be final and binding in all respects.

9. Should this appointment be terminated, you shall not be entitled to any compensation or any pay beyond that which may have accrued to you at the date of termination thereof or you dismissal.

10. Should you for any reasons wish to terminate your services with the company you will be at liberty to resign from our employment on the expiry of 30 days notice in writing of your intention to do so which must be handed to the undersigned. It will be the company's discretion to decide in the event of your giving such notice whether you should work for the period of such

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

notice or whether your services shall terminate at some earlier date than the date given in your notice. In case, however, any amount is due to the company you will be entitled to leave the company's services till such you have paid this amount back to the company.

TERMINATION CLAUSE:

a) Your services can be terminated on one month's notice or salary in lieu of notice by either side, no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the specified period of your service, however no notice will be necessary if the management finds that the particulars supplied by you in your application for appointment are false or the performance is found to be non satisfactory.
However decision regarding acceptance of your resignation and subsequently relieving you, shall be taken by the management depending upon the status & urgency of the projects you are handling and level of commitment made by the organization on your behalf.

b) Your appointment and continuance in employment of the management shall be subject to your being found medically (Physically and mentally) fit by our Company's Doctor, whose findings shall be final and binding. If found medically unfit by him, your services shall stand automatically without any compensation there of.

SECRECY:

a) You will not give to anyone, by word or mouth or otherwise, any particulars or details of our process technical know-how, security arrangement, administrative and / or organizational matters, financial matters whether confidential, secret or otherwise during the course of your employment and subsequently.

b) That you shall be just and faithful to the establishment in all the matters and shall not at any time except under the legal process divulge to any person whatsoever and shall use your best endeavor to prevent the publication or disclosure of any trade secret or any other information concerning or in respect of the items of its dealing / transactions or affairs which may come to your knowledge. You are also restrained to do business or competition with this company at least for a period of three years from the date of your cessation of employment with the company.

GENERAL:

a) That as a responsible member of our prestigious organization, you will keep high standard of efficiency, integrity and honesty.

b) That during the course of your employment you will discharge your duties efficiently and diligently and to the best of your ability. You shall devote your whole time and attention to the interest of the company. You shall honestly and faithfully serve the company and use your utmost endeavor to promote the interest of the company.

c) You shall carry out all work and duties entrusted to you by your superiors.

d) You will be required to attend the duties of your immediate superior or immediate Assistant during their absence period.

e) Your hours of attendance shall be regulated to suit the duties entrusted to you from time to time and you are expected to come on shift duty as and when directed by the company.

f) That during the period of your employment, you will not work directly or indirectly for any other person, firm, company or organization, whether with or without remuneration, not you will engage yourself or be interested directly or indirectly in any trade or business either as employer or employee or partner or advisor or in any other capacity.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

TAXATION:

You shall bear your taxation, which shall be deducted, from your salary and / or other dues.

CHANGE OF ADDRESS:

In case of any change of address as given by you, it will be your duty to intimate to the Management and to get such change recorded in the register of address, all communications sent to you by the Management at your last given address shall be deemed to have been delivered to you at the correct address.

Unless and until, the agreement is reviewed, the same will be valid for the further period.

We look forward to welcoming Employee **Optimal MEP Consultants**. Should Employee need any further information, write to office@optimalmep.com

In token of your acceptance of the above terms and conditions, you are required to sign one copy of this letter and return the same to us.

Approved by

R. Gobinath
Principal Consultant
Optimal MEP Consultants

Verified by

JEBIN RAJ. S
HR Administrator
Optimal MEP Consultants

ACCEPTANCE OF OFFER FOR EMPLOYMENT

I have read and understood the terms and conditions governing my employment with the organization along with the rules & regulations mentioned in the policy statement and the same are acceptable to me in totality.

PLACE :

DATE :

SARAVANAN S

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr.SATHISH KUMAR S

ROLL NO : 110115114098

Dear Mr. SATHISH KUMAR S

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

April 10th, 2019

Mr. Sheik Mohamed Raazid P M ,
No.159/74, 7th Street,
Eruvadi,
Thirunelveli – 627 103.

Sub: Offer of Appointment – Digital Marketing - Associate

It was a pleasure discussing career opportunities for you at **iTrend Solution**. We are very pleased to extend to you an offer of employment with iTrend Solution as **"Digital Marketing - Associate"**, based out of our ***Chennai*** office.

You will be compensated **Rs.1,80,000 (Rupees One lakh Eighty Thousand only) per annum,** for work performed. Please read and review these documents carefully.

As an employee of **iTrend,** you will be guided by the rules and regulations of the Company. You are expected to adhere to these rules and regulations and work to the best of your abilities on tasks and responsibilities assigned to you by your supervisor.

Yasar, we are confident that **iTrend** will provide an outstanding opportunity for you to develop your career further and accomplish your professional goals. You will work in an exciting work environment and have opportunities for continuous learning and development.

This offer of appointment is issued in duplicate. If the offer is acceptable to you, please sign all pages of the offer and return to us one copy, immediately, as token of your acceptance. It is important that you join us at the earliest as your presence and participation is required in a key program that contributes to the success of **iTrend** as well as your career growth in this rapidly growing organization. We look forward to you joining us on **10/Jun/2019.**

We are extremely excited about having you on our team and look forward to seeing you soon.

Please note that your salary and terms of employment are confidential in nature. You will not discuss this with anyone other than your close family members, tax / legal consultants for tax planning purpose and your immediate supervisor and above within **iTrend** on a need-to-know basis. You can reveal the same for any statutory purposes, if warranted.

Best wishes,

Vishnu Priya A.

HR Department
iTrend Solution

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

I Accept: _____

Date:

OTHER REGULAR TERMS AND CONDITIONS:

1. You will be on probationary appointment for a period of Three months from the date of joining. During this period, your on-the-job performance will be assessed by your reporting manager and necessary feedback given to you for improvement. In the event your performance on-the-job is wanting, the probationary period may be extended by another lap of three months. Alternatively, your services will be dispensed with.

2. Increments will entirely depend upon your performance of your first 3 months period as assessed by the management and it will process as per the increment cycle.

3. During the period of your employment with the Company you will not carry on any business or offer your services for any part of your time or be employed in any other company or person or on your own. You will devote your entire time and attention at work to your duties to promote and further the interests and business of the Company.

4. You shall use your best energies and abilities on a full-time basis to perform the employment duties assigned to you, at locations designated by the Company, including customer offices. Your employment shall comply with all rules, regulations and procedures of the Company. During your employment, you shall not directly or indirectly usurp any corporate opportunities or otherwise engage in any conduct adverse to the best interest of the Company.

5. You shall not divulge any confidential information of or violate any agreement with your prior employers or their clients. You shall not indulge in any act of commission that is likely to harm or affect prejudicially the reputation of the Company. It is also your duty to bring to the notice of management any acts or commissions of any other employee which affect the Company prejudicially, immediately as it comes to your knowledge. You will sign a Confidentiality Agreement with the Company that will be provided to you at the time of joining of the company.

6. You should observe strict secrecy respecting all transactions of the Company, its trade secrets, its business strategy, its business ideas, names of its customers, clients, vendors, employees etc., and its state of accounts. You shall not reveal any of the matters which may come to your knowledge about the Company except when required to do so by a Director.

7. You will be responsible for the safekeeping and return in good condition or order of all of the Company's properties, which may be in your use, custody, care of or charge. The Company shall have the right to deduct the money value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction

8. Should you desire to leave the Company's service during your probationary period, you may do so by giving a written resignation letter to your manager and by serving 45 days of notice period. You can leave the Company's service upon completing the 45days of notice period that will commence immediately after serving the resignation letter.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

9. Should you desire to leave the Company's service at any time and for any reason after the completion of your probationary period, you will be required to give 2 calendar months' notice, if applicable. On receipt of such notice, management can advance the effective date of termination of service at its discretion.

10. You are required to take prior permission from management if absent for more than one day. The grant of leave will be according to exigencies of circumstances.

Agreed to and accepted with the intent to be legally bound.

_____

Signature of Candidate

Date: _____

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

INDIA

To,

11.03.2019

Mr.SUHAIL KASIM M.K

ROLL NO : 110115114102

Dear Mr. SUHAIL KASIM M.K

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. SYED AZARUDEEN S

ROLL NO : 110115114103

Dear Mr.SYED AZARUDEEN S

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. SYED DARVESH ALI A

ROLL NO : 110115114104

11.03.2019

Dear Mr. SYED DARVESH ALI A

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

Optimal
MEP Consultants

Door no: 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai-600 032.
Mail: office@optimalmep.com, gobinath@optimalmep.com.

REF: Optimal/AL/NEW/106/2018-2019

04.03.2019

Mr. SYED DHAANISH M
AP 640, 17TH EAST CROSS STREET,
MKB NAGAR, CHENNAI - 600 039.

Dear Mr. SYED DHAANISH M,

With reference to your application & direct interview, we are pleased to Appoint you with Optimal MEP Consultants as **Draftsman – HVAC**

Your responsibility - **Design Activities, Including Coordination or Drawing Work / Integrating Utilities / Working out BOQ's / Preparation of Tenders / Site Inspections / Traveling as required and co-ordinate with design team about site constraints.**

You will be paid on LUMPSUM BASIS all inclusive amount of **Rs. 10,000/- (Ten thousand only)** per Month. (All deductions as per prevailing Govt. rules will be made, if applicable.)

You will be on probation for the period of three months & the period can be extended if the performance is not found satisfactory. You shall be informed in writing about the end of probationary period. If no letter of confirmation is issued, the probation period shall be deemed to be considered as extended further. During the probation period the appointment can be terminated without any notice.

Your appointment and /or continuation shall be subject to your being declared & remaining physically & mentally fit. If you are found guilty or dishonest, disordered, undisciplined, irregular, incompetent in work assigned, absent on duty without permission or violating of any other terms or standing order or service rules, your services are liable to be terminated without any notice.

1. Yours duties will include efficient, satisfactory and economical operation in area of responsibility that may be assigned to you from time to time. As an employee, you will maintain a high standard of loyalty, integrity and secrecy and will lilies with employees working under your supervision or your colleagues and will be responsible for the execution of the decision taken by the Management from time to time.

2. The management will be within its right to transfer you for work or loan your service to any other Unit / Division / Department or its parent and / or Associated Companies in any part of the country where the Company has an office, branch or unit or site for the work either at present or may have at any time in future., branch or unit or site for the work either at present or may have at any time in future.

3. Your appointment being made on the basis of your particulars such as qualification etc, as given in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or salary in lieu of notice.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you.

5. Your services shall be governed by the Rules and Regulations of the company that are presently in operation or that may be brought into force from time to time and also subject to the Rules and Regulations of services applicable to the company's Executive generally. You shall so long as you are in the service of the Company obey all the lawful orders by the company through its Manager or Managers for the time being or by other duly authorized person and shall devote your whole time and attention to the business and interest of the company and shall not engage in any other business or occupation whatsoever or be interested directly or indirectly in any business or undertaking having interest of the company or in any business or undertaking having transactions except with the company's consent in writing. The company is at discretion to take legal action or inform the local public through newspaper if found dishonoring the same.

6. You shall not, either during or after employment hereunder divulge or utilize any confidential information belonging to the company or any of its associated companies (including confidential information as to the business- affairs of these companies) which may have come to your knowledge during your employment hereunder or during your employment under any associate companies and you shall, both during and after your employment, hereunder take all reasonable precautions to keep all such information secret.

7. Except so far as may be necessary for the purpose your duties hereunder you shall not, without the consent of the company, retain or make originals or copies of telegrams, letter, maps, drawings, reports, calculations, specifications, formulas, forms, licenses, agreements or other documents of whatever nature belonging to the company or any of its associated companies may be or may have been interested and which have come into your possession by reason of your employment hereunder. If on the termination of your employment hereunder you are in the possession of any of the above documents of whatsoever nature belonging to the company or its associated companies or any notes there off or any samples or specimens as aforesaid you shall deliver the same to the company without being asked for as consent to retain them had been given to you by the company.

8. Not withstanding anything to the contrary herein contained the company may any time:-A) Terminate your appointment should you be absent from work or an incapacitated from properly performing your duties owing to ill health or accident for a period of one month by giving to your 15 days notice in writing of its intention to do so. B) Summarily dismiss you without notice, should you be guilty of breach of any terms and conditions contained herein, insobriety, addition to drugs, dishonesty, disobedience, disorderly neglect of duty or any conduct which undersigned or Manager of the company certifies in writing be detrimental to the business or interests of the company or its associates. Such certificates will be final and binding in all respect. C) At its absolute discretion terminate this appointment either by giving you 30 days notice or without previous notice upon paying to you addition to any sum which may have accrued to you at the date of such termination of the appointment a sum by way of compensation equal to one month salary (calculated a the rate of Basic salary then current under the appointment. D) At its absolute discretion terminate with a notice of 30 days if your performance is not up to the satisfaction for duration as decided by the Managers of the company from time to time. Such verdicts from the Manager or the undersigned will be final and binding in all respects.

9. Should this appointment be terminated, you shall not be entitled to any compensation or any pay beyond that which may have accrued to you at the date of termination thereof or you dismissal.

10. Should you for any reasons wish to terminate your services with the company you will be at liberty to resign from our employment on the expiry of 30 days notice in writing of your intention to do so which must be handed to the undersigned. It will be the company's discretion to decide in the event of your giving such notice whether you should work for the period of such

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

notice or whether your services shall terminate at some earlier date than the date given in your notice. In case, however, any amount is due to the company you will be entitled to leave the company's services till such you have paid this amount back to the company.

TERMINATION CLAUSE:

a) Your services can be terminated on one month's notice or salary in lieu of notice by either side, no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the specified period of your service, however no notice will be necessary if the management finds that the particulars supplied by you in your application for appointment are false or the performance is found to be non satisfactory.
However decision regarding acceptance of your resignation and subsequently relieving you, shall be taken by the management depending upon the status & urgency of the projects you are handling and level of commitment made by the organization on your behalf.

b) Your appointment and continuance in employment of the management shall be subject to your being found medically (Physically and mentally) fit by our Company's Doctor, whose findings shall be final and binding. If found medically unfit by him, your services shall stand automatically without any compensation there of.

SECRECY:

a) You will not give to anyone, by word or mouth or otherwise, any particulars or details of our process technical know-how, security arrangement, administrative and / or organizational matters, financial matters whether confidential, secret or otherwise during the course of your employment and subsequently.

b) That you shall be just and faithful to the establishment in all the matters and shall not at any time except under the legal process divulge to any person whatsoever and shall use your best endeavor to prevent the publication or disclosure of any trade secret or any other information concerning or in respect of the items of its dealing / transactions or affairs which may come to your knowledge. You are also restrained to do business or competition with this company at least for a period of three years from the date of your cessation of employment with the company.

GENERAL:

a) That as a responsible member of our prestigious organization, you will keep high standard of efficiency, integrity and honesty.

b) That during the course of your employment you will discharge your duties efficiently and diligently and to the best of your ability. You shall devote your whole time and attention to the interest of the company. You shall honestly and faithfully serve the company and use your utmost endeavor to promote the interest of the company.

c) You shall carry out all work and duties entrusted to you by your superiors.

d) You will be required to attend the duties of your immediate superior or immediate Assistant during their absence period.

e) Your hours of attendance shall be regulated to suit the duties entrusted to you from time to time and you are expected to come on shift duty as and when directed by the company.

f) That during the period of your employment, you will not work directly or indirectly for any other person, firm, company or organization, whether with or without remuneration, not you will engage yourself or be interested directly or indirectly in any trade or business either as employer or employee or partner or advisor or in any other capacity.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

TAXATION:

You shall bear your taxation, which shall be deducted, from your salary and / or other dues.

CHANGE OF ADDRESS:

In case of any change of address as given by you, it will be your duty to intimate to the Management and to get such change recorded in the register of address, all communications sent to you by the Management at your last given address shall be deemed to have been delivered to you at the correct address.

Unless and until, the agreement is reviewed, the same will be valid for the further period.

We look forward to welcoming Employee **Optimal MEP Consultants**. Should Employee need any further information, write to office@optimalmep.com

In token of your acceptance of the above terms and conditions, you are required to sign one copy of this letter and return the same to us.

Approved by

R. Gobinath
Principal Consultant
Optimal MEP Consultants

Verified by

JEBIN RAJ. S
HR Administrator
Optimal MEP Consultants

ACCEPTANCE OF OFFER FOR EMPLOYMENT

I have read and understood the terms and conditions governing my employment with the organization along with the rules & regulations mentioned in the policy statement and the same are acceptable to me in totality.

PLACE :

DATE :

SYED DHAANISH M

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. SYED HAMEEM.M

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – In L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

FOR Leggett and Platt (India) Pvt Ltd,

Authorized Signatory

Leggett & Platt Automotive India Pvt. Ltd. Chennai

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Syed Mohammed Thaaqib (BE - MECH)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

This is digitally generated soft copy hence signature is not required

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. TAMIL SELVAN.M

ROLL NO : 110115114108

11.03.2019

Dear Mr. TAMIL SELVAN.M

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

April 10th, 2019

Mr. Tufail Ahamed G,
No. 107/20, Parthasarathi Main Street,
Od Washermanpet,
Chennai – 600 021.

Sub: Offer of Appointment – Digital Marketing - Associate

It was a pleasure discussing career opportunities for you at **iTrend Solution**. We are very pleased to extend to you an offer of employment with iTrend Solution as **"Digital Marketing - Associate"**, based out of our ***Chennai*** office.

You will be compensated **Rs.1,80,000 (Rupees One lakh Eighty Thousand only) per annum,** for work performed. Please read and review these documents carefully.

As an employee of **iTrend,** you will be guided by the rules and regulations of the Company. You are expected to adhere to these rules and regulations and work to the best of your abilities on tasks and responsibilities assigned to you by your supervisor.

Yasar, we are confident that **iTrend** will provide an outstanding opportunity for you to develop your career further and accomplish your professional goals. You will work in an exciting work environment and have opportunities for continuous learning and development.

This offer of appointment is issued in duplicate. If the offer is acceptable to you, please sign all pages of the offer and return to us one copy, immediately, as token of your acceptance. It is important that you join us at the earliest as your presence and participation is required in a key program that contributes to the success of **iTrend** as well as your career growth in this rapidly growing organization. We look forward to you joining us on **10/Jun/2019.**

We are extremely excited about having you on our team and look forward to seeing you soon.

Please note that your salary and terms of employment are confidential in nature. You will not discuss this with anyone other than your close family members, tax / legal consultants for tax planning purpose and your immediate supervisor and above within **iTrend** on a need-to-know basis. You can reveal the same for any statutory purposes, if warranted.

Best wishes,

Vishnu Priya A.

HR Department
iTrend Solution

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

I Accept: _____ **Date:**

OTHER REGULAR TERMS AND CONDITIONS:

1. You will be on probationary appointment for a period of Three months from the date of joining. During this period, your on-the-job performance will be assessed by your reporting manager and necessary feedback given to you for improvement. In the event your performance on-the-job is wanting, the probationary period may be extended by another lap of three months. Alternatively, your services will be dispensed with.

2. Increments will entirely depend upon your performance of your first 3 months period as assessed by the management and it will process as per the increment cycle.

3. During the period of your employment with the Company you will not carry on any business or offer your services for any part of your time or be employed in any other company or person or on your own. You will devote your entire time and attention at work to your duties to promote and further the interests and business of the Company.

4. You shall use your best energies and abilities on a full-time basis to perform the employment duties assigned to you, at locations designated by the Company, including customer offices. Your employment shall comply with all rules, regulations and procedures of the Company. During your employment, you shall not directly or indirectly usurp any corporate opportunities or otherwise engage in any conduct adverse to the best interest of the Company.

5. You shall not divulge any confidential information of or violate any agreement with your prior employers or their clients. You shall not indulge in any act of commission that is likely to harm or affect prejudicially the reputation of the Company. It is also your duty to bring to the notice of management any acts or commissions of any other employee which affect the Company prejudicially, immediately as it comes to your knowledge. You will sign a Confidentiality Agreement with the Company that will be provided to you at the time of joining of the company.

6. You should observe strict secrecy respecting all transactions of the Company, its trade secrets, its business strategy, its business ideas, names of its customers, clients, vendors, employees etc., and its state of accounts. You shall not reveal any of the matters which may come to your knowledge about the Company except when required to do so by a Director.

7. You will be responsible for the safekeeping and return in good condition or order of all of the Company's properties, which may be in your use, custody, care of or charge. The Company shall have the right to deduct the money value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction

8. Should you desire to leave the Company's service during your probationary period, you may do so by giving a written resignation letter to your manager and by serving 45 days of notice period. You can leave the Company's service upon completing the 45days of notice period that will commence immediately after serving the resignation letter.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

iTrend Solution
Corporate Office - No. 13-14 Maple Garden, Indirapriyadarsini Road,
Near Indian Bank, Perumbakkam, Chennai - 600100.

9. Should you desire to leave the Company's service at any time and for any reason after the completion of your probationary period, you will be required to give 2 calendar months' notice, if applicable. On receipt of such notice, management can advance the effective date of termination of service at its discretion.

10. You are required to take prior permission from management if absent for more than one day. The grant of leave will be according to exigencies of circumstances.

Agreed to and accepted with the intent to be legally bound.

_____ Date: _____

Signature of Candidate

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. VIGNESH RAJA C

ROLL NO : 110115114110

Dear Mr.VIGNESH RAJA C

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

Optimal
MEP Consultants

Door no: 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai-600 032.
Mail: office@optimalmep.com, gobinath@optimalmep.com.

REF: Optimal/AL/NEW/107/2018-2019 04.03.2019

Mr. VIJAY S
NO. 6, GOVINDARAJA STREET, PATTALAM,
CHENNAI - 600 012.

Dear Mr. VIJAY S,

With reference to your application & direct interview, we are pleased to Appoint you with Optimal MEP Consultants as **Draftsman – HVAC**

Your responsibility - **Design Activities, Including Coordination or Drawing Work / Integrating Utilities / Working out BOQ's / Preparation of Tenders / Site Inspections / Traveling as required and co-ordinate with design team about site constraints.**

You will be paid on LUMPSUM BASIS all inclusive amount of **Rs. 10,000/- (Ten thousand only)** per Month. (All deductions as per prevailing Govt. rules will be made, if applicable.)

You will be on probation for the period of three months & the period can be extended if the performance is not found satisfactory. You shall be informed in writing about the end of probationary period. If no letter of confirmation is issued, the probation period shall be deemed to be considered as extended further. During the probation period the appointment can be terminated without any notice.

Your appointment and /or continuation shall be subject to your being declared & remaining physically & mentally fit. If you are found guilty or dishonest, disordered, undisciplined, irregular, incompetent in work assigned, absent on duty without permission or violating of any other terms or standing order or service rules, your services are liable to be terminated without any notice.

1. Yours duties will include efficient, satisfactory and economical operation in area of responsibility that may be assigned to you from time to time. As an employee, you will maintain a high standard of loyalty, integrity and secrecy and will lilies with employees working under your supervision or your colleagues and will be responsible for the execution of the decision taken by the Management from time to time.

2. The management will be within its right to transfer you for work or loan your service to any other Unit / Division / Department or its parent and / or Associated Companies in any part of the country where the Company has an office, branch or unit or site for the work either at present or may have at any time in future., branch or unit or site for the work either at present or may have at any time in future.

3. Your appointment being made on the basis of your particulars such as qualification etc, as given in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or salary in lieu of notice.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. *Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you.*

5. *Your services shall be governed by the Rules and Regulations of the company that are presently in operation or that may be brought into force from time to time and also subject to the Rules and Regulations of services applicable to the company's Executive generally. You shall so long as you are in the service of the Company obey all the lawful orders by the company through its Manager or Managers for the time being or by other duly authorized person and shall devote your whole time and attention to the business and interest of the company and shall not engage in any other business or occupation whatsoever or be interested directly or indirectly in any business or undertaking having interest of the company or in any business or undertaking having transactions except with the company's consent in writing. The company is at discretion to take legal action or inform the local public through newspaper if found dishonoring the same.*

6. *You shall not, either during or after employment hereunder divulge or utilize any confidential information belonging to the company or any of its associated companies (including confidential information as to the business- affairs of these companies) which may have come to your knowledge during your employment hereunder or during your employment under any associate companies and you shall, both during and after your employment, hereunder take all reasonable precautions to keep all such information secret.*

7. *Except so far as may be necessary for the purpose your duties hereunder you shall not, without the consent of the company, retain or make originals or copies of telegrams, letter, maps, drawings, reports, calculations, specifications, formulas, forms, licenses, agreements or other documents of whatever nature belonging to the company or any of its associated companies may be or may have been interested and which have come into your possession by reason of your employment hereunder. If on the termination of your employment hereunder you are in the possession of any of the above documents of whatsoever nature belonging to the company or its associated companies or any notes there off or any samples or specimens as aforesaid you shall deliver the same to the company without being asked for as consent to retain them had been given to you by the company.*

8. *Not withstanding anything to the contrary herein contained the company may any time:-A) Terminate your appointment should you be absent from work or an incapacitated from properly performing your duties owing to ill health or accident for a period of one month by giving to your 15 days notice in writing of its intention to do so. B) Summarily dismiss you without notice, should you be guilty of breach of any terms and conditions contained herein, insobriety, addition to drugs, dishonesty, disobedience, disorderly neglect of duty or any conduct which undersigned or Manager of the company certifies in writing be detrimental to the business or interests of the company or its associates. Such certificates will be final and binding in all respect. C) At its absolute discretion terminate this appointment either by giving you 30 days notice or without previous notice upon paying to you addition to any sum which may have accrued to you at the date of such termination of the appointment a sum by way of compensation equal to one month salary (calculated a the rate of Basic salary then current under the appointment. D) At its absolute discretion terminate with a notice of 30 days if your performance is not up to the satisfaction for duration as decided by the Managers of the company from time to time. Such verdicts from the Manager or the undersigned will be final and binding in all respects.*

9. *Should this appointment be terminated, you shall not be entitled to any compensation or any pay beyond that which may have accrued to you at the date of termination thereof or you dismissal.*

10. *Should you for any reasons wish to terminate your services with the company you will be at liberty to resign from our employment on the expiry of 30 days notice in writing of your intention to do so which must be handed to the undersigned. It will be the company's discretion to decide in the event of your giving such notice whether you should work for the period of such*

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

notice or whether your services shall terminate at some earlier date than the date given in your notice. In case, however, any amount is due to the company you will be entitled to leave the company's services till such you have paid this amount back to the company.

TERMINATION CLAUSE:

a) Your services can be terminated on one month's notice or salary in lieu of notice by either side, no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the specified period of your service, however no notice will be necessary if the management finds that the particulars supplied by you in your application for appointment are false or the performance is found to be non satisfactory.
However decision regarding acceptance of your resignation and subsequently relieving you, shall be taken by the management depending upon the status & urgency of the projects you are handling and level of commitment made by the organization on your behalf.

b) Your appointment and continuance in employment of the management shall be subject to your being found medically (Physically and mentally) fit by our Company's Doctor, whose findings shall be final and binding. If found medically unfit by him, your services shall stand automatically without any compensation there of.

SECRECY:

a) You will not give to anyone, by word or mouth or otherwise, any particulars or details of our process technical know-how, security arrangement, administrative and / or organizational matters, financial matters whether confidential, secret or otherwise during the course of your employment and subsequently.

b) That you shall be just and faithful to the establishment in all the matters and shall not at any time except under the legal process divulge to any person whatsoever and shall use your best endeavor to prevent the publication or disclosure of any trade secret or any other information concerning or in respect of the items of its dealing / transactions or affairs which may come to your knowledge. You are also restrained to do business or competition with this company at least for a period of three years from the date of your cessation of employment with the company.

GENERAL:

a) That as a responsible member of our prestigious organization, you will keep high standard of efficiency, integrity and honesty.

b) That during the course of your employment you will discharge your duties efficiently and diligently and to the best of your ability. You shall devote your whole time and attention to the interest of the company. You shall honestly and faithfully serve the company and use your utmost endeavor to promote the interest of the company.

c) You shall carry out all work and duties entrusted to you by your superiors.

d) You will be required to attend the duties of your immediate superior or immediate Assistant during their absence period.

e) Your hours of attendance shall be regulated to suit the duties entrusted to you from time to time and you are expected to come on shift duty as and when directed by the company.

f) That during the period of your employment, you will not work directly or indirectly for any other person, firm, company or organization, whether with or without remuneration, not you will engage yourself or be interested directly or indirectly in any trade or business either as employer or employee or partner or advisor or in any other capacity.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

TAXATION:

You shall bear your taxation, which shall be deducted, from your salary and / or other dues.

CHANGE OF ADDRESS:

In case of any change of address as given by you, it will be your duty to intimate to the Management and to get such change recorded in the register of address, all communications sent to you by the Management at your last given address shall be deemed to have been delivered to you at the correct address.

Unless and until, the agreement is reviewed, the same will be valid for the further period.

We look forward to welcoming Employee ***Optimal MEP Consultants****. Should Employee need any further information, write to office@optimalmep.com*

In token of your acceptance of the above terms and conditions, you are required to sign one copy of this letter and return the same to us.

Approved by

R. Gobinath
Principal Consultant
Optimal MEP Consultants

Verified by

JEBIN RAJ. S
HR Administrator
Optimal MEP Consultants

ACCEPTANCE OF OFFER FOR EMPLOYMENT

I have read and understood the terms and conditions governing my employment with the organization along with the rules & regulations mentioned in the policy statement and the same are acceptable to me in totality.

PLACE :

DATE :

VIJAY S

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. VIJAYA DEVA D

ROLL NO :110115114112

Dear Mr. VIJAYA DEVA D

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr.VISHNU KUMAR S

ROLL NO : 110115114113

Dear Mr.VISHNU KUMAR S

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. YUVARAJ R

ROLL NO : 110115114115

Dear Mr. YUVARAJ R

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

Optimal
MEP Consultants

Door no: 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai-600 032.
Mail: office@optimalmep.com, gobinath@optimalmep.com.

REF: Optimal/AL/NEW/108/2018-2019

04.03.2019

Mr. ZAINULABIDEEN Z
NO.3/139, UMAR STREET,
VALUTHOOR, THANJAVUR - 614 210

Dear Mr. ZAINULABIDEEN Z,

With reference to your application & direct interview, we are pleased to Appoint you with Optimal MEP Consultants as **Draftsman – HVAC**

Your responsibility - **Design Activities, Including Coordination or Drawing Work / Integrating Utilities / Working out BOQ's / Preparation of Tenders / Site Inspections / Traveling as required and co-ordinate with design team about site constraints.**

You will be paid on LUMPSUM BASIS all inclusive amount of **Rs. 10,000/- (Ten thousand only)** per Month. (All deductions as per prevailing Govt. rules will be made, if applicable.)

You will be on probation for the period of three months & the period can be extended if the performance is not found satisfactory. You shall be informed in writing about the end of probationary period. If no letter of confirmation is issued, the probation period shall be deemed to be considered as extended further. During the probation period the appointment can be terminated without any notice.

Your appointment and /or continuation shall be subject to your being declared & remaining physically & mentally fit. If you are found guilty or dishonest, disordered, undisciplined, irregular, incompetent in work assigned, absent on duty without permission or violating of any other terms or standing order or service rules, your services are liable to be terminated without any notice.

1. Yours duties will include efficient, satisfactory and economical operation in area of responsibility that may be assigned to you from time to time. As an employee, you will maintain a high standard of loyalty, integrity and secrecy and will lilies with employees working under your supervision or your colleagues and will be responsible for the execution of the decision taken by the Management from time to time.

2. The management will be within its right to transfer you for work or loan your service to any other Unit / Division / Department or its parent and / or Associated Companies in any part of the country where the Company has an office, branch or unit or site for the work either at present or may have at any time in future., branch or unit or site for the work either at present or may have at any time in future.

3. Your appointment being made on the basis of your particulars such as qualification etc, as given in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or salary in lieu of notice.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

4. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you.

5. Your services shall be governed by the Rules and Regulations of the company that are presently in operation or that may be brought into force from time to time and also subject to the Rules and Regulations of services applicable to the company's Executive generally. You shall so long as you are in the service of the Company obey all the lawful orders by the company through its Manager or Managers for the time being or by other duly authorized person and shall devote your whole time and attention to the business and interest of the company and shall not engage in any other business or occupation whatsoever or be interested directly or indirectly in any business or undertaking having interest of the company or in any business or undertaking having transactions except with the company's consent in writing. The company is at discretion to take legal action or inform the local public through newspaper if found dishonoring the same.

6. You shall not, either during or after employment hereunder divulge or utilize any confidential information belonging to the company or any of its associated companies (including confidential information as to the business- affairs of these companies) which may have come to your knowledge during your employment hereunder or during your employment under any associate companies and you shall, both during and after your employment, hereunder take all reasonable precautions to keep all such information secret.

7. Except so far as may be necessary for the purpose your duties hereunder you shall not, without the consent of the company, retain or make originals or copies of telegrams, letter, maps, drawings, reports, calculations, specifications, formulas, forms, licenses, agreements or other documents of whatever nature belonging to the company or any of its associated companies may be or may have been interested and which have come into your possession by reason of your employment hereunder. If on the termination of your employment hereunder you are in the possession of any of the above documents of whatsoever nature belonging to the company or its associated companies or any notes there off or any samples or specimens as aforesaid you shall deliver the same to the company without being asked for as consent to retain them had been given to you by the company.

8. Not withstanding anything to the contrary herein contained the company may any time:-A) Terminate your appointment should you be absent from work or an incapacitated from properly performing your duties owing to ill health or accident for a period of one month by giving to your 15 days notice in writing of its intention to do so. B) Summarily dismiss you without notice, should you be guilty of breach of any terms and conditions contained herein, insobriety, addition to drugs, dishonesty, disobedience, disorderly neglect of duty or any conduct which undersigned or Manager of the company certifies in writing be detrimental to the business or interests of the company or its associates. Such certificates will be final and binding in all respect. C) At its absolute discretion terminate this appointment either by giving you 30 days notice or without previous notice upon paying to you addition to any sum which may have accrued to you at the date of such termination of the appointment a sum by way of compensation equal to one month salary (calculated a the rate of Basic salary then current under the appointment. D) At its absolute discretion terminate with a notice of 30 days if your performance is not up to the satisfaction for duration as decided by the Managers of the company from time to time. Such verdicts from the Manager or the undersigned will be final and binding in all respects.

9. Should this appointment be terminated, you shall not be entitled to any compensation or any pay beyond that which may have accrued to you at the date of termination thereof or you dismissal.

10. Should you for any reasons wish to terminate your services with the company you will be at liberty to resign from our employment on the expiry of 30 days notice in writing of your intention to do so which must be handed to the undersigned. It will be the company's discretion to decide in the event of your giving such notice whether you should work for the period of such

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

notice or whether your services shall terminate at some earlier date than the date given in your notice. In case, however, any amount is due to the company you will be entitled to leave the company's services till such you have paid this amount back to the company.

TERMINATION CLAUSE:

a) Your services can be terminated on one month's notice or salary in lieu of notice by either side, no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the specified period of your service, however no notice will be necessary if the management finds that the particulars supplied by you in your application for appointment are false or the performance is found to be non satisfactory.
However decision regarding acceptance of your resignation and subsequently relieving you, shall be taken by the management depending upon the status & urgency of the projects you are handling and level of commitment made by the organization on your behalf.

b) Your appointment and continuance in employment of the management shall be subject to your being found medically (Physically and mentally) fit by our Company's Doctor, whose findings shall be final and binding. If found medically unfit by him, your services shall stand automatically without any compensation there of.

SECRECY:

a) You will not give to anyone, by word or mouth or otherwise, any particulars or details of our process technical know-how, security arrangement, administrative and / or organizational matters, financial matters whether confidential, secret or otherwise during the course of your employment and subsequently.

b) That you shall be just and faithful to the establishment in all the matters and shall not at any time except under the legal process divulge to any person whatsoever and shall use your best endeavor to prevent the publication or disclosure of any trade secret or any other information concerning or in respect of the items of its dealing / transactions or affairs which may come to your knowledge. You are also restrained to do business or competition with this company at least for a period of three years from the date of your cessation of employment with the company.

GENERAL:

a) That as a responsible member of our prestigious organization, you will keep high standard of efficiency, integrity and honesty.

b) That during the course of your employment you will discharge your duties efficiently and diligently and to the best of your ability. You shall devote your whole time and attention to the interest of the company. You shall honestly and faithfully serve the company and use your utmost endeavor to promote the interest of the company.

c) You shall carry out all work and duties entrusted to you by your superiors.

d) You will be required to attend the duties of your immediate superior or immediate Assistant during their absence period.

e) Your hours of attendance shall be regulated to suit the duties entrusted to you from time to time and you are expected to come on shift duty as and when directed by the company.

f) That during the period of your employment, you will not work directly or indirectly for any other person, firm, company or organization, whether with or without remuneration, not you will engage yourself or be interested directly or indirectly in any trade or business either as employer or employee or partner or advisor or in any other capacity.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

TAXATION:

You shall bear your taxation, which shall be deducted, from your salary and / or other dues.

CHANGE OF ADDRESS:

In case of any change of address as given by you, it will be your duty to intimate to the Management and to get such change recorded in the register of address, all communications sent to you by the Management at your last given address shall be deemed to have been delivered to you at the correct address.

Unless and until, the agreement is reviewed, the same will be valid for the further period.

We look forward to welcoming Employee **Optimal MEP Consultants**. Should Employee need any further information, write to office@optimalmep.com

In token of your acceptance of the above terms and conditions, you are required to sign one copy of this letter and return the same to us.

Approved by

R. Gobinath
Principal Consultant
Optimal MEP Consultants

Verified by

JEBIN RAJ. S
HR Administrator
Optimal MEP Consultants

ACCEPTANCE OF OFFER FOR EMPLOYMENT

I have read and understood the terms and conditions governing my employment with the organization along with the rules & regulations mentioned in the policy statement and the same are acceptable to me in totality.

PLACE :

DATE :

ZAINULABIDEEN Z

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. ARUNRAJ.B

ROLL NO :110115114301

Dear Mr. ARUNRAJ.B

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. AYYAS AHAMED

11.03.2019

ROLL NO : 110115114302

Dear Mr. AYYAS AHAMED

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. KABEER AHAMED. N

ROLL NO : 110115114303

Dear Mr. KABEER AHAMED. N

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. KANNAN. M

ROLL NO : 110115114304

Dear Mr. KANNAN. M

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: 'Kochar Bliss', 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1471

27-Mar-2019

Name : **Mr. MOHAMED ANAS M K**
Address : 90/127, PARASURAMAPURAM
SWAMIYARMADAM
SOUTH STREET,
KADAYANALLUR, TIRUNELVELI
PIN-627751

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019**..

1. The period of engagement shall be for a specific period of six months from **12 June 2019**

2. You will be paid a **Stipend of Rs.9000** /- and **Other Allowance of Rs. 6000** /- per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1472

27-Mar-2019

Name : **Mr. MOHAMMED AZARUDEEN**
Address : 4/85, MAIN ROAD, S P PATTINAM POST
THIRUVADANAI
RAMANATHAPURAM
KANNYAKUMARI
PIN-623406

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019**..

1. The period of engagement shall be for a specific period of six months from **12 June 2019**

2. You will be paid a **Stipend of Rs.9000** /- and **Other Allowance of Rs. 6000** /- per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

8. It is specifically understood that during the period of your training you are liable to be relieved at any time by the Management without and / or without assigning any reason.

9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1473

27-Mar-2019

Name : **Mr. MOHAMED ESHA S**
Address : 91B1A NATHEDU PALLIVASAL STREET
WESTPARTPETTAI
KADAYANALLUR
PIN - 627751

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**.

1. The period of engagement shall be for a specific period of six months from **12 June 2019**

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

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Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

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9. It should be specifically understood that this letter cannot be construed as a commitment or guarantee that you would be absorbed in our Company's services on satisfactory completion of your period of training.

10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. MOHAMED HALITH. M

ROLL NO : 110115114308

Dear Mr. MOHAMED HALITH. M

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. MOHAMED ISMAIL. K

ROLL NO : 110115114309

Dear Mr. MOHAMED ISMAIL. K

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 4447103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

11.03.2019

Mr. MOHAMMED ASHIK. M

ROLL NO : 110115114310

Dear Mr. MOHAMMED ASHIK. M

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. NOUHMAN HAKIM. N

ROLL NO : 110115114312

11.03.2019

Dear Mr. NOUHMAN HAKIM. N

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/04/19

Dear Mr. RAJENDRA PRASAD. M

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – in L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

2nd Shift (2.30 Pm to 10.30 Pm) 8 hours working include Dinner & Tea Break

3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125026
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1474 **27-Mar-2019**

Name : **Mr. SANTHOSH KUMAR S**
Address : NO. 2076, BLOCK A TYPE II
CRPF AVADI
CHENNAI
PIN -600065

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019.**.

1. The period of engagement shall be for a specific period of six months from **12 June 2019.**

2. You will be paid a **Stipend of Rs.9000** /- and **Other Allowance of Rs. 6000** /- per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

4. You will have to submit monthly report of your progress during the training period along with your observations and suggestions.

5. You shall not engage yourself in any other employment during the period of training either honorary or remunerator without the written permission of the Management.

Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru.Vi.Ka Industrial Estate, Guindy, Chennai – 600032

6. You may be deputed or permitted to undergo training at places other than **Ambathur** and in other Department/Departments at the discretion of the Management.

7. In case of unsatisfactory performance during training period, your engagement with us will be dispensed with purely at the discretion of the Management.

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10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt
AUTOMOTIVE

OFFER LETTER

Date: 24/02/19

Dear Mr. SHAGUL HAMEED. Y

Place: CHENNAI

We are pleased to inform you that you have been Selected for Provisional Employment as Team Member – In L&P AUTOMOTIVE (INDIA) for a Salary of Rs. 15000/- Net pay/Month-

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

Your employment is assured subject to your undergoing skill training for the said position at our Company.

You are requested to report to the HR Department at the address given below.

Please come with this letter to undergo the training. Please note that the successful completion of training and assessment is essential for the job offered in our company.

We look forward to meet you at our Factory Office.

Shift Timings

1st Shift (6.30 Am to 2.30 Pm) 8 hours working include Break Fast, Lunch & Tea Break

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3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

Leggett & Platt Automotive India Pvt. Ltd. Chennai

Authorized Signatory

Leggett & Platt Automotive India Private Limited (Formerly known as L and P Somappa Comfort Systems India Private Limited)
Factory & Registered Office : Plot No. 41, 2nd Main Road, South Phase, Ambattur Industrial Estate, Chennai - 600 058. India.
Phone : +91 - 44 - 2635 0512, Fax : +91 - 44 - 2635 0510
CIN : U34300TN2006PTC138577, websites : www.leggett-automotive.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
Thiru Vi.Ka Industrial Estate, Guindy, Chennai – 600032

CHN/AO/F19/1475

27-Mar-2019

Name : **Mr. SYED IMRAN S M**
Address : NO.69/20 MUTHAVALLIYA STREET,
LAKSHMINAGAR,
KALAIKANURU
JALALAPURA, SALEM
PIN-636001

Further to the interview you had with us, we are pleased to engage you as Graduate Engineering Trainee in **myTVS - PV 4 Wheeler (KI) My TVS ACS, Ambathur** on the following terms and conditions with effect from **12 June 2019..**

1. The period of engagement shall be for a specific period of six months from **12 June 2019**

2. You will be paid a **Stipend of Rs.9000 /-** and **Other Allowance of Rs. 6000 /-** per month. The Management reserve their rights to enhance or reduce the stipend and the same cannot be claimed by you as or right.

3. As you are only a Graduate Engineering Trainee and not an employee of the Company, you are not entitled to any benefit or privilege available to the employees of the Company. But it is upto the Management to permit you to avail of such benefit/privileges which they deem fit in your case and it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as or right or otherwise and the same will not change your status as Graduate Engineering Trainee.

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Cont'd ... 2

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ki Mobility Solutions Private Limited
(formerly Peninsula Auto Parts Private Limited)
CIN: U52590TN2018PTC125028
Registered Office: 10, Jawahar Road, Chokkikulam, Madurai - 625002
Corporate Office: "Kochar Bliss", 8th Floor, Plot No. Super A 8 & 9,
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10. Your aptitude and interest in learning the work and your behavior both inside and outside the Company will be closely watched. You are expected to follow the rules and discipline of the Company.

For Ki MOBILITY SOLUTIONS PRIVATE LIMITED

RAGHU V
AUTHORIZED SIGNATORY

I have read and understood the terms and conditions of my Graduate Engineering Trainee order and in token of my acceptance, I affix my signature in the duplicate copy of this order.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

INDIA

To,

11.03.2019

Mr. THAMEEM AHMED. H

ROLL NO : 110115114317

Dear Mr. THAMEEM AHMED. H

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Nandhakumar.K.L (BE - MECH)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NVH INDIA AUTO PARTS PRIVATE LIMITED

INDIA

To,

11.03.2019

Mr. E. JEYAPRAKASH

ROLL NO : 110115114703

Dear Mr. E. JEYAPRAKASH

We are delighted to extend this offer of employment to you for the position of Graduate Engineer Trainee at NVH India Auto Parts Private Limited.

You are treated as a One Year Trainee. After One Year Completion we have a Performance Review to continue Stay with the company.

You will be paid the Salary of Rs. 14000/- P.M during the period of your training as per the Company Norms.

You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

You must complete minimum 1 year of training to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.

Warm regards,

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

Mobile : +91 8056240531,Tell : +91 44 47103805,email : nimmyanvhkorea.com

CIVIL ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/044

02.05.2019

Name : Mr. Abdul Basith S
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date :.....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

26 March 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear Abdul Haq A,

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade Sales** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). The key terms & conditions are given below.

1. **Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms hereof, the effective date of joining will be **1 May 2019**. Upon joining you shall be reporting to **Territory Sales Manager - General Trade**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn

2. **Place of Work:** Your initial place of posting will be in **Chennai**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary

3. **Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. WORK & DUTIES

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. REMUNERATION

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

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Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

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decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

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company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

(a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets

(b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers

(c) Information designated as confidential, or which information is reasonably known to be confidential

(d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

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COLLEGE OF ENGINEERING

If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else); all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

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You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

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company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. **MISCELLANEOUS**

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

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ANNEXURE-I

COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	161160	13430
Employer PF	19339	1612
Employer ESI	8795	733
Food and Mobile Allowance	24000	2000
HRA	6	1
Fixed CTC	**213300**	**17775**
Employee PF	19339	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19339	1612
Employer ESI	8795	733
Total Deductions	**53113**	**4426**
Net Pay Before Tax	**160187**	**13349**
Variable	86700	
Total CTC	**300000**	

Summary

Component	Monthly Earning
Monthly Fixed Pay	**Rs.13347**
Monthly Variable Pay (@100% Performance)	**Rs.7225**
Monthly Fixed Allowance (For Petrol Expense)	**Rs.2600**
Total Monthly Payout	**Rs.23172**

Clarifications

- **Professional tax** - Rs 200 per month
- **Income tax** - As per applicable law
- **ESI Contribution** - 4.75% of Gross
- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution

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- **Variable Pay** - is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout – this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding.**

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,

Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (*full name*) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:

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JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 1 May 2019

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COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/045

02.05.2019

Name : Mr. Adithya P
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

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COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Afran Jahangeer.S (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

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COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/046

02.05.2019

Name : Mr. Ahmed T
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

26 March 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear Ahamed Ansar S A,

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade Sales** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). The key terms & conditions are given below.

1. **Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms hereof, the effective date of joining will be **1 May 2019**. Upon joining you shall be reporting to **Territory Sales Manager - General Trade**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn

2. **Place of Work:** Your initial place of posting will be in **Chennai**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary

3. **Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. WORK & DUTIES

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. REMUNERATION

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

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decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

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company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

(a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets

(b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers

(c) Information designated as confidential, or which information is reasonably known to be confidential

(d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

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If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions.

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment.

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay.

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same.

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business.

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

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You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies.

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

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company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. **MISCELLANEOUS**

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

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ANNEXURE-I

COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	161160	13430
Employer PF	19339	1612
Employer ESI	8795	733
Food and Mobile Allowance	24000	2000
HRA	6	1
Fixed CTC	**213300**	**17775**
Employee PF	19339	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19339	1612
Employer ESI	8795	733
Total Deductions	**53113**	**4426**
Net Pay Before Tax	**160187**	**13349**
Variable	86700	
Total CTC	**300000**	

Summary

Component	Monthly Earning
Monthly Fixed Pay	**Rs.13347**
Monthly Variable Pay (@100% Performance)	**Rs.7225**
Monthly Fixed Allowance (For Petrol Expense)	**Rs.2600**
Total Monthly Payout	**Rs.23172**

Clarifications

- **Professional tax** - Rs 200 per month
- **Income tax** - As per applicable law
- **ESI Contribution** - 4.75% of Gross
- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution

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- **Variable Pay** - is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout -** Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout – this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance -** Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding.**

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,

Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (*full name*) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:

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JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 1 May 2019

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/047

02.05.2019

Name : Mr. Ahamed Haris M N
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/048

02.05.2019

Name : Mr. Ajith Kumar R
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
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1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
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4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 Company GST : 33CGZPD7327L1ZT

Date: 07-03-2019

To
Mr. Al Ameen S
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Al Ameen S,

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
2. Salary: We are happy to offer a consolidated pay of Rs.18000/- (Rupees Eighteen Thousand only) per month.
3. Review: Your appraisal with next level to Junior Engineer, after the probation of 6 months, will be based on your effort levels, reports submitting and completion of assignments.
4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

a) During the period of contract either party may terminate the contract by giving to the other party one months' notice in writing or one month salary in lieu.

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SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regis. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

b) Termination of contract may be immediate for any act of dishonesty, action that may bring the name of the company into disrepute and overall poor performance, without considering any compensation.

c) The company also reserves the right to terminate the contract due to general economic situations, loss of sale and other negative impacts of business that may change the trading position of the company in the region or in any individual territory.

6. During duty hours consumption of Drugs, Alcohol and smoking is completely prohibited and also should not use mobile phones (except office purpose) during duty hours.
7. Company materials from Project area should be handed over to the senior staff and should not be taken to home.
8. The Xerox copy of the Aadhar Card (self-attested) along with the Bank Pass Book front page should be submitted on the day of Joining.

I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name : Al Ameen S

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/049

02.05.2019

Name : Mr. Arul Pandi
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date :.....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

26 March 2019

63Ideas Infolabs Private Limited.

LETTER OF EMPLOYMENT

(Private & confidential)

Dear Arun Pandi K,

Based on the interactions with you we are pleased to offer you the position of **Sales Executive - General Trade** in **General Trade Sales** department at **63Ideas Infolabs Private Limited** (hereinafter referred to as "**Company**"). The key terms & conditions are given below.

1. **Offer Acceptance, Reporting & Joining date:** Upon your acceptance of the terms hereof, the effective date of joining will be **1 May 2019**. Upon joining you shall be reporting to **Territory Sales Manager - General Trade**. Please go through the offer letter and provide your acceptance within 2 days from receipt, failing which the offer will be deemed to be considered withdrawn

2. **Place of Work:** Your initial place of posting will be in **Chennai**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary

3. **Background Verification Process:** As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure

Following are the terms and conditions associated with your offer of employment,

1. WORK & DUTIES

The company may depute you for any assignments or change your duties, reporting, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the company may make any such arrangement or agreement.

You may be posted/ transferred to any other place or offices of the company or its affiliates, as the company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties

You agree and acknowledge that the company reserves the right to vary your roles and responsibilities, from time to time to meet its business objectives.

2. REMUNERATION

You shall draw a total remuneration of **300000 (Three Lakh Rupees)**

The company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration. Any tax liability other than withholding taxes arising in respect of the remuneration or income earned by you shall be borne solely by you

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Your remuneration has been determined based on numerous factors such as job role, skills, performance, experience, and professional merit. You acknowledge and agree that your remuneration is a matter purely between yourself and the company and you are to keep this information and any changes thereto, strictly **CONFIDENTIAL** under any circumstances. Breach of this clause will lead to termination without notice or compensation.

Your remuneration will be periodically reviewed as per the company's policies. Your increments and promotions shall be at the discretion of the company and will be subject to and on the basis of your Skill, Performance and Behavior

The company may, at any time at its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Pay Policy, incentives, reimbursements & benefits. It will be communicated to all employees from time to time

Details of your remuneration are mentioned in **ANNEXURE I**

3. PROBATION & CONFIRMATION

A probation period will apply for the first **3 months of your employment**. At the end of the aforesaid period, you will be informed on your conduct and performance and if satisfactory, you will be confirmed in the appointed position. However, the Management reserves the right to curtail or extend the probation period in applicable cases.

If, during the probation period, the company determines that you are unfit for employment, company will terminate your employment without any advance notice and with no compensation whatsoever. In such case, it will be liable only for payment for the number of days worked by you

For specific roles, clearing the role specific training programs will enable you to continue the probation period with Ninjacart, failing to clear the training programs would lead to termination without notice pay

4. SEPARATION & TERMINATION

You may terminate your employment by providing, in advance of **60 DAYS (2 months)** notice in an E-mail. You shall not be entitled to terminate earlier without serving notice period, except in the event the company is acceptable to the same. The company in such circumstances, as a condition for acceptance of earlier termination, may order payment by you of amount equal to proportionate amount of salary payable for such days by which the notice period has gotten reduced.

The company will normally continue employment during the notice period. It is the Company's prerogative however, to immediately accept the resignation. Any leaves taken during Notice period may result in extending the notice period to that effect. Privilege leave can be availed during notice period only in case of emergencies and with prior approval from the manager, except on the last working day. In case of a business impact due to such leaves during notice period, notice period may be extended by same number of days.

Unauthorized absence or Absence without permission from duty for a continuous period of **3 days**, company may construe this as an act of abandonment and will proceed with Absconding process as per the HR policy. In such case your employment shall automatically come to an end without any notice of termination or notice pay. company will recover the notice period pay from pending settlement and post that F&F settlement will be done

The company may terminate your employment by giving **30 days** of advance notice or salary in lieu of notice in case of performance issues or business un-certainties. In case any employee is asked to leave the organization due to performance issues and further to the completion of the PIP (Performance Improvement Plan) process, the reporting manager shall ask the employee to initiate resignation. In case of such attrition the relieving date shall be

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decided by the reporting manager of the employee and no recovery shall be done for the short-fall in notice period if any

In case of employees in PIP, termination may come into immediate effect once the PIP period over and if the desired performance levels are not met by the employee. In such case, company is liable only for payment for the number of days worked by you

Your employment may be terminated by the company immediately and without compensation if you commit, repeat or continue any serious breach of your commitment towards the work, obligations hereunder or are guilty of conduct tending to bring yourself or any company in the Group into disrepute or any misconduct in terms of the company's rules and regulations.

Before you leave the company, you may be requested to attend a face-to-face exit Interview with your manager and HR department representative and complete such other procedures as may be specified in the rules and regulations of the company. You are also requested to complete the exit check form and follow through the separation processes and procedures on the last working day with the company.

All company property must be returned to the HR Department including but not limited to office keys, building pass, security card, cabinet keys, corporate/membership cards, laptop, computer, mobile, tablet, mobile SIM, company visiting cards, internet data card, all records and documents, including copies thereof, and any other properties which have been provided to you by the company.

Ninjacart to withhold the whole or any part of the full and final settlement, if the employee is found to have acted in contravention of any of the employment terms (including the duty to work in the best interests of Ninjacart)

You will retire in the normal course from the services of the company at the end of the month in which you attain the age of retirement, which is 58 years.

Any changes to the separation and termination conditions would be updated and published under the "Separation Policy" document. Kindly refer to the same for latest updates

5. PROVIDENT FUND AND GRATUITY

Provident Fund: Both the company and you shall contribute to your provident fund account in accordance with the prevailing statutory requirements and applicable law

Gratuity: You are eligible for payment of gratuity in accordance with the statutory provisions after completion of 5 years in the company

6. PERSONAL INFORMATION

It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

If any information furnished by you in your application for employment or during the selection process, whether with the company or your predecessor employer, is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the company may terminate your services without notice or compensation

7. PUBLIC HOLIDAYS & ANNUAL LEAVE

Public Holidays: You are entitled to public holidays with full pay as per the list of holidays declared on the

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company's notice board or in the employee policies of the company or informed to you through any other communication from time to time

Annual Leaves: You shall be entitled to holidays and leave in accordance with the company's employee policies and the rules and regulations of the company. Carry forward of un-availed leave and encashment of leave in case of separation shall be allowed, subject to a maximum no of days as defined in company's employee Leave policies. However, any such availing of leave shall be subject to prior intimation and approval from the supervisor as per the company's employee Leave policies

8. CONFIDENTIAL INFORMATION

You agree and acknowledge that, you shall from the date here of perpetually treat as strictly confidential all confidential Information (as defined below) that comes to your knowledge. Further, you shall not copy, reproduce and/or disclose any of the confidential Information to any other party without the prior written consent of the company and shall hold the same in trust for the company.

The term confidential Information includes but is not limited to

(a) Information or material proprietary to the company, including information relating to the company and in business affairs, including its trade secrets

(b) Information of or provided by its customers, clients, vendors, suppliers, consultants or service providers

(c) Information designated as confidential, or which information is reasonably known to be confidential

(d) Information created, discovered, developed or made known to the company from the date hereof or arising out of the performance of your obligations ("confidential Information")

During, or at any time after the termination of employment with the company, use for self or others, or disclose or divulge to others including your future employees/employers, any trade secrets, confidential information, or any other proprietary data of the company is violation of this agreement. The company may notify any future or prospective employer or third party of the existence of this agreement, and shall be entitled to full injunctive relief for any breach.

This Agreement shall remain in full force and effect with respect to the confidential information without limitation of time.

9. INTELLECTUAL PROPERTY

You agree that all intellectual property, including without limitation, inventions, improvements, discoveries and copyrights ("Intellectual Property") made from the date hereof, either by yourself or jointly with any

other person(s), which relate to or are connected or are capable of being used in connection with the company's business activities, is and will become the sole property of the company.

You shall disclose fully to the company such Intellectual Property and any Inventions (as defined below), and at the request and at the expense of the company, take such steps as may be necessary for the company to obtain applicable protection for such Intellectual Property and Inventions. You shall, at the expense of the company (but for no extra consideration), assign absolutely and beneficially all such Intellectual Property (including in connection with the Inventions) to the company or as it may direct.

You hereby further acknowledge that you do not have any right, claim, interest in any Intellectual Property owned or used by the company

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COLLEGE OF ENGINEERING

If, before employment with company, you have created any Inventions that you wish not to be subject to this Agreement, you may communicate the same to HR department immediately. Your failure to accordingly communicate the Inventions and attach the same hereto shall constitute a representation by you that you have no such Inventions

"Inventions" includes, but is not limited to, the following: All ideas, circuits, schematics, patterns, compilations, devices, databases, technology, algorithms, trade secrets, mask works, concepts, methodologies, customer lists, goodwill, trademarks, service marks, trade names and general intangibles of like nature, and related know-how which result from work performed (by you or anyone else), all discoveries, developments, designs, improvements, inventions, formulae, processes, methods, works of authorship, articles, books, manuals, techniques, computer software or hardware programs, strategies, know-how and data, whether or not patentable or registerable, and all work product, whether created by you either individually or jointly with others, prior to or in the course of your employment

Your employment with the company is on a whole time basis. While you are in the services of the company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the company or the company's interest. You shall devote yourself exclusively to the business of the company. Any breach of this condition on your part may lead to the immediate termination of your employment with the company without notice period or pay

During the course of your employment, if you conceive of any new or advanced methods, inventions, designs or improvements, processes/systems or any other form of intellectual property, in relation to the operation of the company, all such developments shall be communicated to the company and will be and remain the sole right/property of the company and you shall execute documents and do all things necessary to enable the company to obtain all rights to the same

10. RESTRICTIVE COVENANTS

For and in consideration of the compensation to be paid by the company pursuant to the terms hereof, and in recognition of the fact that you shall have access and be privy to confidential Information and other valuable rights of the company, on account of your designation, the sufficiency whereof you hereby acknowledge, you covenant and agree that, based on sole discretion of the company, at any time, during your employment and

for a period of one (1) year thereafter directly carry on or be connected with, as an employee or otherwise in any business, individual, partnership, firm, corporation, limited liability company or other entity for carrying on similar business as the company which may result in competition or have adverse effect to the company's business

You further agree that, from the date hereof and for a period of one (1) year after the termination of your employment, for any reason whatsoever, you shall not knowingly, directly or indirectly, by yourself or jointly with another, or for or on behalf of any entity, as principal, agent or otherwise: cause, induce or encourage any actual or prospective client, customer, supplier, or licensor of the company (including any existing or former customer of the company and any person that becomes a client or a customer of the company after the date hereof), or any other person who has a business relationship with the company, to terminate or change any such actual or prospective relationship in a manner which would be adverse to the company; circumvent the company in any manner and deal or attempt to deal directly with any or the aforesaid persons or entities; solicit, entice or induce or in any manner attempt to solicit, entice or induce any individual employed by, acting as a consultant to, or serving as a director or officer of, the company or any entity that after the date hereof is employed by or provides a service to conduct the business of the company on the company's behalf to leave such position, engagement or service to become employed by or a consultant to any person (other than company); or approach any person, employee, consultant, director or officer of the company or any prospective client, customer, supplier, or licensor of the company for any of the aforesaid purposes or authorise the taking of such actions by any person or assist or participate with or provide information to any such person in taking such action.

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You hereby agree and acknowledge that the above terms are reasonable and necessary to safeguard and protect the company's rights and interest. In the event that any court of competent jurisdiction determines that the extent, duration and/or the geographical scope are unreasonable and that the same, to such an extent is unenforceable, it is agreed that the provision shall remain in full force and effect for the greatest extent, duration and geographical extent that would not render it unenforceable

11. COMPANY POLICIES & REGULATIONS

You must comply with all directions given by the company and you must observe all existing rules, regulations, policies, procedures, practices and arrangements pertaining to the management of the company's properties, works, business and the conduct of the company's employees

12. COMPLIANCE & CODE OF CONDUCT

You are required to observe all relevant corporate policies and regulations which are now in force, or from time to time, published or laid down by the company. Situations that have not been envisaged could arise and the company reserves the right to modify, revoke, suspend, terminate or change in whole or in part, at any time, with or without notice any information in relation to these policies

Compliance with the company's Code of Conduct is a condition for continued employment and part of your performance appraisal. You should note that no gifts in cash or in kind may be offered to or accepted from any person in the employment of, or connected with, any of the company's employees, clients or the public

13. OTHER TERMS & CONDITIONS OF EMPLOYMENT

You hereby agree:

You will not enter into any outside employment or engage in any private business activities, whether alone or jointly with another, through or on behalf of any person, firm or entity, or through nominees or affiliates, on your own account or as agent for or on behalf of any other person, be directly or indirectly employed, whether as an employee, consultant or any other capacity, without the written consent from the company. Any contravention of this clause may lead to immediate termination without any compensation.

You are not party to or bound by any employment agreement, non-competition agreement or confidentiality agreement with any person or entity other than the company.

As a process, each and every employee has to go through the standard Background verification and reference check process, in case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background verification failure.

You will not raise any claim against company or company will not have any liability, obligation or responsibility on account of any misconduct, misbehavior, harm or any kind of damage due to third party (including but not limited to any client, merchant, partner, customer, users or any other person). You shall take reasonable effort to prevent and avoid any misconduct, misbehavior, harm or any kind of damage by third party and only you shall be liable to all consequences including damages, if any, with respect to all such action taken. You shall not be entitled to claim that such action was pursuant to or required as part of your employment, since the company does not endorse or encourage any such behavior or conduct.

14. GOVERNING LAW

This Letter of Employment and the rights, duties and liabilities of the parties hereto shall be construed in accordance with and be governed by the laws of India. Disputes between the company and the Employee shall first be sought to be resolved amicably in accordance with the rules and regulations of the

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company. Any disputes that cannot be resolved through amicable discussions shall be subject to the jurisdiction of courts in Bengaluru, Karnataka

15. **MISCELLANEOUS**

Notices: All notices to the company shall be addressed to its head office address. Notices to the Employee shall be addressed to the below address

63Ideas Infolabs Private Limited, 4th Floor, Site No. 9, 1st C Main Road, Sarjapur Road, Jakkasandra, Bengaluru, Karnataka 560034

If any provision of this agreement is or becomes illegal or unenforceable, the parties agree to substitute such provision in a manner that leaves the parties in the same or nearly similar position as if such provision were legal or enforceable. The parties agree that in the event any provision of this agreement is determined to be unenforceable by a court due to its scope, such provision shall be modified to permit its enforcement to the maximum extent permitted by applicable law

The provisions of this agreement may be amended, supplemented or waived only by the written agreement of the parties

If you are agreeable to the above, please acknowledge your acceptance of this Employment Agreement, and its terms and conditions, by signing the copy and returning it to the HR Department under a PRIVATE & CONFIDENTIAL cover within 2 days from the date of this letter

The company reserves the right to amend, add or delete any of the employment terms, including remuneration, due to change in company policy from time to time. Changes of company policy of this nature will be announced in writing and circulated as internal memoranda or displayed on notice boards

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ANNEXURE-I

COMPENSATION PACKAGE

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	161160	13430
Employer PF	19339	1612
Employer ESI	8795	733
Food and Mobile Allowance	24000	2000
HRA	6	1
Fixed CTC	**213300**	**17775**
Employee PF	19339	1612
Employee ESI	3240	270
Professional Tax	2400	200
Employer PF	19339	1612
Employer ESI	8795	733
Total Deductions	**53113**	**4426**
Net Pay Before Tax	**160187**	**13349**
Variable	86700	
Total CTC	**300000**	

Summary

Component	Monthly Earning
Monthly Fixed Pay	**Rs.13347**
Monthly Variable Pay (@100% Performance)	**Rs.7225**
Monthly Fixed Allowance (For Petrol Expense)	**Rs.2600**
Total Monthly Payout	**Rs.23172**

Clarifications

- **Professional tax** - Rs 200 per month
- **Income tax** - As per applicable law
- **ESI Contribution** - 4.75% of Gross
- **PF contribution** - 12% of Basic pay up to Rs.1800 per month for each employee and employer contribution

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- **Variable Pay** - is a potential earning on your individual performance at your career level. The payout % is based on specific metrics and parameters which will be discussed with you upon joining. Your Variable pay can range anywhere from **0 to 200%** and will be paid out subject to you being on the rolls of the company on the date of disbursement of these payouts
- **Variable Payout** - Variable payout for an applicable period will be paid along with the consecutive month salary. In case of monthly variable pay cycle, you will not receive variable pay in the first month salary payout – this will have paid from second month onwards (Eg: JAN month variable pay will be paid in FEB month payroll along with salary)
- **Monthly Fixed Allowance** - Employee who are eligible for the monthly fixed allowance, will be calculated based on number of present days and will be paid accordingly. Allowance will be paid along with consecutive month salary payout
- **Payroll cutoff** - Employee who join us on or before 20th of the month, will be part if same month payroll. If your joining date is on or after 21st of the month, your first month salary would be paid along with second month payout. Salary will be paid on LWD of the month

We welcome you as a member of the team and look forward to your contributions to our success. We believe you will find your career both **challenging and rewarding.**

The Company, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Yours sincerely, For 63Ideas Infolabs Private Limited,

Vasudevan Chinnathambi | Co-Founder & Director

I, _____ (*full name*) have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature:

Date:

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JOINING DOCUMENTS

On your joining date, as part of joining formalities please submit the list of documents mentioned below to the HR department

- Photocopies of educational documents from 10th till highest qualification (All marks cards, Pass certificate & Degree/Convocation certificate)
- 3 Passport size photographs
- Relieving letter and Experience certificate from all previous employer
- Recent 3 months' salary statement of last 2 employments, if applicable
- Income tax computation sheet and Form 16
- 2 sets photocopy of Passport, PAN card, Aadhaar card, Driving license and voter ID
- PF number and UAN number for PF formalities
- Personal bank accounts last 2 months' statements/photocopy of passbook
- One cancelled cheque

Kindly be at office at 10 AM on 1 May 2019

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Asharudeen Yusuff.M (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no: HR/DOL/041

02.05.2019

Name : Ms. Ashitha Xaviour
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/050

02.05.2019

Name : Mr. Ashraf S
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

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- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date :.....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date:07-03-2019

To
Mr. Asper Shahul Hameed M
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Asper Shahul Hammed M
We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date:12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
2. Salary: We are happy to offer a consolidated pay of Rs.18000/- (Rupees Eighteen Thousand only) per month.
3. Review: Your appraisal with next level to Junior Engineer, after the probation of 6 months, will be based on your effort levels, reports submitting and completion of assignments.
4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

a) During the period of contract either party may terminate the contract by giving to the other party one months' notice in writing or one month salary in lieu.

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

b) Termination of contract may be immediate for any act of dishonesty, action that may bring the name of the company into disrepute and overall poor performance, without considering any compensation.

c) The company also reserves the right to terminate the contract due to general economic situations, loss of sale and other negative impacts of business that may change the trading position of the company in the region or in any individual territory.

6. During duty hours consumption of Drugs, Alcohol and smoking is completely prohibited and also should not use mobile phones (except office purpose) during duty hours.
7. Company materials from Project area should be handed over to the senior staff and should not be taken to home.
8. The Xerox copy of the Aadhar Card (self-attested) along with the Bank Pass Book front page should be submitted on the day of Joining.

I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)

Name : Mr. Asper Shahul Hammed M

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/051

02.05.2019

Name : Mr. Baranitharan R
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)_____ (Date)_____

Expected Joining Date : _____

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 92nd Street, Ashok Nagar, Chennai – 600083.
Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date : 07-03-2019

To

Mr. Basith Kuljar R
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Basith Kuljar R,

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
2. Salary: We are happy to offer a consolidated pay of Rs.18000/- (Rupees Eighteen Thousand only) per month.
3. Review: Your appraisal with next level to Junior Engineer, after the probation of 6 months, will be based on your effort levels, reports submitting and completion of assignments.
4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

a) During the period of contract either party may terminate the contract by giving to the other party one months' notice in writing or one month salary in lieu.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

b) Termination of contract may be immediate for any act of dishonesty, action that may bring the name of the company into disrepute and overall poor performance, without considering any compensation.
c) The company also reserves the right to terminate the contract due to general economic situations, loss of sale and other negative impacts of business that may change the trading position of the company in the region or in any individual territory.

6. During duty hours consumption of Drugs, Alcohol and smoking is completely prohibited and also should not use mobile phones (except office purpose) during duty hours.
7. Company materials from Project area should be handed over to the senior staff and should not be taken to home.
8. The Xerox copy of the Aadhar Card (self-attested) along with the Bank Pass Book front page should be submitted on the day of Joining.

I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name: Basith Kuljar R

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/052

02.05.2019

Name : Mr. Fahad Ahamed F R
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date :.....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/053

02.05.2019

Name : Mr. Jegan K
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date :.....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/054

02.05.2019

Name : Mr. Karthick D
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/055

02.05.2019

Name : Mr. Madharsha A
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regis. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date: 07-03-2019

To
Mr. Mohamed Alfer Ashik K I
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapuduper, AVADI IAF
Chennai – 600 055.

Dear Mr. Mohamed Alfer Ashik K I
We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
2. Salary: We are happy to offer a consolidated pay of Rs.18000/- (Rupees Eighteen Thousand only) per month.
3. Review: Your appraisal with next level to Junior Engineer, after the probation of 6 months, will be based on your effort levels, reports submitting and completion of assignments.
4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

a) During the period of contract either party may terminate the contract by giving to the other party one months' notice in writing or one month salary in lieu.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
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Web: www.sevenhillsnational.com
Office: +91 44 42617439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

b) Termination of contract may be immediate for any act of dishonesty, action that may bring the name of the company into disrepute and overall poor performance, without considering any compensation.
c) The company also reserves the right to terminate the contract due to general economic situations, loss of sale and other negative impacts of business that may change the trading position of the company in the region or in any individual territory.

6. During duty hours consumption of Drugs, Alcohol and smoking is completely prohibited and also should not use mobile phones (except office purpose) during duty hours.
7. Company materials from Project area should be handed over to the senior staff and should not be taken to home.
8. The Xerox copy of the Aadhar Card (self-attested) along with the Bank Pass Book front page should be submitted on the day of Joining.

I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name: Mohamed Alfer Ashik

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/056

02.05.2019

Name : Mr. Mohamed Ashkin N
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date :.....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admn Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date : 07-03-2019

To
Mr. Mohamed Fareed T
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Mohamed Fareed T
We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
2. Salary: We are happy to offer a consolidated pay of Rs.18000/- (Rupees Eighteen Thousand only) per month.
3. Review: Your appraisal with next level to Junior Engineer, after the probation of 6 months, will be based on your effort levels, reports submitting and completion of assignments.
4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

a) During the period of contract either party may terminate the contract by giving to the other party one months' notice in writing or one month salary in lieu.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regis. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
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Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

b) Termination of contract may be immediate for any act of dishonesty, action that may bring the name of the company into disrepute and overall poor performance, without considering any compensation.
c) The company also reserves the right to terminate the contract due to general economic situations, loss of sale and other negative impacts of business that may change the trading position of the company in the region or in any individual territory.

6. During duty hours consumption of Drugs, Alcohol and smoking is completely prohibited and also should not use mobile phones (except office purpose) during duty hours.
7. Company materials from Project area should be handed over to the senior staff and should not be taken to home.
8. The Xerox copy of the Aadhar Card (self-attested) along with the Bank Pass Book front page should be submitted on the day of Joining.

I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name : Mohamed Fareed T

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/057

02.05.2019

Name : Ms. Mohamed Fataq B
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date:.....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Mohamed Meeran Abdul Rahuman.M (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no:HR/DOL/058

02.05.2019

Name : Mr. Mohamed Rayyan N
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admn Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date:**07-03-2019**

To
Mr. Mohamed Shaheer N
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Mohamed Shaheer N,

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
2. Salary: We are happy to offer a consolidated pay of Rs.18000/- (Rupees Eighteen Thousand only) per month.
3. Review: Your appraisal with next level to Junior Engineer, after the probation of 6 months, will be based on your effort levels, reports submitting and completion of assignments.
4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

a) During the period of contract either party may terminate the contract by giving to the other party one months' notice in writing or one month salary in lieu.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
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Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

b) Termination of contract may be immediate for any act of dishonesty, action that may bring the name of the company into disrepute and overall poor performance, without considering any compensation.
c) The company also reserves the right to terminate the contract due to general economic situations, loss of sale and other negative impacts of business that may change the trading position of the company in the region or in any individual territory.

6. During duty hours consumption of Drugs, Alcohol and smoking is completely prohibited and also should not use mobile phones (except office purpose) during duty hours.
7. Company materials from Project area should be handed over to the senior staff and should not be taken to home.
8. The Xerox copy of the Aadhar Card (self-attested) along with the Bank Pass Book front page should be submitted on the day of Joining.

I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Mohamed Shaheer N

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Mohamed Shahul Hameed.A (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Mohammed Adil (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Mohammed Arshad Basha.A (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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Yours sincerely,

Talent Acquisition
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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Mohammed Jamal Mohideen.Y (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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Yours sincerely,

Talent Acquisition
Sutherland

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Mohana Krishnan.V (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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Yours sincerely,

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no: HR/DOL/042

02.05.2019

Name : Mr. Moulali Baig A
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.)..... (Date).....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

COMFOTEC
Engineering Consulting Pvt Ltd.
No.120, G.N.T.Road, Alankar Tower
Chennai-600 060
Email: contact@comfotec.net

Draft Offer Letter

Ref no: HR/DOL/043

02.05.2019

Name : Mr. Naseeruddin A
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 02.05.2019, we are pleased to offer you the position of Junior Engineer - Trainee in our company. We would expect you to join as early as possible before or after completion of your final year examination.

On the date of your joining, you may please bring along the following:

1. Educational Certificate
2. Passport (Apply if not available)
3. 3 Passport size photographs
4. Curriculum Vitae
5. ID proof

1.	Salary	10,000 INR (Ten Thousand Only) – Chennai
2.	Working Hours	45 hrs a week.
3.	Probation	3 months, extendable to 6 months based on performance.
4.	Leaves	All are unpaid under probation period. Once probation in completed, leaves are as per company policy.
5	Location	Chennai (Later in Dubai based on your performance).

Note :

- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

Hr Manager
Comfotec Engineering Pvt Ltd

Declaration

Accepted By (Sign.) ..... (Date) .....

Expected Joining Date : .....

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 Company GST : 33CGZPD7327L1ZT

Date:07-03-2019

To

Mr. Purushothaman M
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Purushothaman M

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
2. Salary: We are happy to offer a consolidated pay of Rs.18000/- (Rupees Eighteen Thousand only) per month.
3. Review: Your appraisal with next level to Junior Engineer, after the probation of 6 months, will be based on your effort levels, reports submitting and completion of assignments.
4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

a) During the period of contract either party may terminate the contract by giving to the other party one months' notice in writing or one month salary in lieu.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
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Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

b) Termination of contract may be immediate for any act of dishonesty, action that may bring the name of the company into disrepute and overall poor performance, without considering any compensation.

c) The company also reserves the right to terminate the contract due to general economic situations, loss of sale and other negative impacts of business that may change the trading position of the company in the region or in any individual territory.

6. During duty hours consumption of Drugs, Alcohol and smoking is completely prohibited and also should not use mobile phones (except office purpose) during duty hours.
7. Company materials from Project area should be handed over to the senior staff and should not be taken to home.
8. The Xerox copy of the Aadhar Card (self-attested) along with the Bank Pass Book front page should be submitted on the day of Joining.

I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)

Name : Mr. Purushothaman M

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
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Web: www.sevenhills-national.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

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8. The Xerox copy of the Aadhar Card (self-attested) along with the Bank Pass Book front page should be submitted on the day of Joining.

I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name : Salman Khan N

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regis. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
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Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date: **07-03-2019**

To
Mr. Salman Khan N
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Salman Khan N,

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
2. Salary: We are happy to offer a consolidated pay of Rs.18000/- (Rupees Eighteen Thousand only) per month.
3. Review: Your appraisal with next level to Junior Engineer, after the probation of 6 months, will be based on your effort levels, reports submitting and completion of assignments.
4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

a) During the period of contract either party may terminate the contract by giving to the other party one months' notice in writing or one month salary in lieu.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Santhosh Kumar.D (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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- 10th,12th and UG/PG education certificates – (whichever completed)
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Experts & Imports
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Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date : 07-03-2019

To
Mr. Shahul Hameed Y
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Shahul Hameed Y,

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date:12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
2. Salary: We are happy to offer a consolidated pay of Rs.18000/- (Rupees Eighteen Thousand only) per month.
3. Review: Your appraisal with next level to Junior Engineer, after the probation of 6 months, will be based on your effort levels, reports submitting and completion of assignments.
4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

a) During the period of contract either party may terminate the contract by giving to the other party one months' notice in writing or one month salary in lieu.

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

b) Termination of contract may be immediate for any act of dishonesty, action that may bring the name of the company into disrepute and overall poor performance, without considering any compensation.
c) The company also reserves the right to terminate the contract due to general economic situations, loss of sale and other negative impacts of business that may change the trading position of the company in the region or in any individual territory.

6. During duty hours consumption of Drugs, Alcohol and smoking is completely prohibited and also should not use mobile phones (except office purpose) during duty hours.
7. Company materials from Project area should be handed over to the senior staff and should not be taken to home.
8. The Xerox copy of the Aadhar Card (self-attested) along with the Bank Pass Book front page should be submitted on the day of Joining.

I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name: Shahul Hameed Y

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
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Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +9198884580034 **Company GST : 33CGZPD7327L1ZT**

Date: **07-03-2019**

To
Mr. Sithik Sulthan K
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Sithik Sulthan K,

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

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I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name : Sithik Sulthan K

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
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Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date: 07-03-2019

To

Mr. Syed Mubarak H
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Syed Mubarak H
We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date:12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
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COLLEGE OF ENGINEERING

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I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name: Syed Mubarak H

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
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Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date:07-03-2019

To
Mr. Udhayaprakash M
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Udhayaprakash M
We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date:12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

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I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)

Name : Mr. Udhayaprakash M

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42617439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date:07-03-2019

To

Mr. Umar Afridhi M
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Umar Afridhi M

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date:12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
2. Salary: We are happy to offer a consolidated pay of Rs.18000/- (Rupees Eighteen Thousand only) per month.
3. Review: Your appraisal with next level to Junior Engineer, after the probation of 6 months, will be based on your effort levels, reports submitting and completion of assignments.
4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

a) During the period of contract either party may terminate the contract by giving to the other party one months' notice in writing or one month salary in lieu.

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b) Termination of contract may be immediate for any act of dishonesty, action that may bring the name of the company into disrepute and overall poor performance, without considering any compensation.
c) The company also reserves the right to terminate the contract due to general economic situations, loss of sale and other negative impacts of business that may change the trading position of the company in the region or in any individual territory.

6. During duty hours consumption of Drugs, Alcohol and smoking is completely prohibited and also should not use mobile phones (except office purpose) during duty hours.
7. Company materials from Project area should be handed over to the senior staff and should not be taken to home.
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Thanking you,
Yours faithfully,

(Signature)

Name: Umar Afridhi M

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Date : 07-03-2019

To
Vignesh D
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Vignesh D,

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

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Thanking you,
Yours faithfully,

(Signature)
Name: Vignesh D

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Date:07-03-2019

To
Mr. Vignesh Kumar S
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Vignesh Kumar S,
We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date:12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

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I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Vignesh Kumar S

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Vijay Kuma.U (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
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Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date: 07-03-2019

To
Mr. Wasim Ahamed
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Wasim Ahamed
We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
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COLLEGE OF ENGINEERING

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I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name: Wasim Ahamed

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Arul Pandian.R (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regis. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date : 07-03-2019

To
Mr. Ferros Khan M
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Ferros Khan M

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

1. Employment Contract: This contract may be renewed at the discretion of Seven Hills National, Management and on the recommendation of your reporting Senior Engineer & Senior Project Coordinator.
2. Salary: We are happy to offer a consolidated pay of Rs.18000/- (Rupees Eighteen Thousand only) per month.
3. Review: Your appraisal with next level to Junior Engineer, after the probation of 6 months, will be based on your effort levels, reports submitting and completion of assignments.
4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
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I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name : Ferros Khan M

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
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Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date : 07-03-2019

To

Mr. Kumaravel B
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Kumaravel B

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

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Thanking you,
Yours faithfully,

(Signature)
Name: Kumaravel B

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Date:**07-03-2019**

To
Mr. Mohamed Hussain H
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Mohamed Hussain H,

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

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Thanking you,
Yours faithfully,

(Signature)
Mohamed Hussain H

PRINCIPAL
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COLLEGE OF ENGINEERING

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Web: www.sevenhillsnational.com
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Date: 07-03-2019

To

Mr. Mohamed Salman P A
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Mohamed Salman P A
We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 12-06-2019

For SEVEN HILLS NATIONAL

(MANIMARAN M E)

Terms of this contract:-

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I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name: Mohamed Salman P A

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
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Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

Date : 07-03-2019

To

Mr. Parthiban N
Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Parthiban N

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date:12-06-2019

For SEVEN HILLS NATIONAL

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4. Working Hours: It's a 6 days' week with working hours between 9 a.m. to 6 p.m.
5. Termination of Services:

a) During the period of contract either party may terminate the contract by giving to the other party one months' notice in writing or one month salary in lieu.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SEVEN HILLS NATIONAL
Civil Engineering Consultancy, Exports & Imports
Regd. Office: 6/35, 82nd Street, Ashok Nagar, Chennai – 600083.
Admin Office: Flat No.1, 92nd Street, 18th Avenue, Ashok Nagar, Chennai – 600083
Web: www.sevenhillsnational.com
Office: +91 44 42817439 Mobile: +919884580034 **Company GST : 33CGZPD7327L1ZT**

b) Termination of contract may be immediate for any act of dishonesty, action that may bring the name of the company into disrepute and overall poor performance, without considering any compensation.
c) The company also reserves the right to terminate the contract due to general economic situations, loss of sale and other negative impacts of business that may change the trading position of the company in the region or in any individual territory.

6. During duty hours consumption of Drugs, Alcohol and smoking is completely prohibited and also should not use mobile phones (except office purpose) during duty hours.
7. Company materials from Project area should be handed over to the senior staff and should not be taken to home.
8. The Xerox copy of the Aadhar Card (self-attested) along with the Bank Pass Book front page should be submitted on the day of Joining.

I adhere to the above stated terms & conditions.

Thanking you,
Yours faithfully,

(Signature)
Name: Parthiban N

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Syed Ahmed.R (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland Global Services Pvt Ltd, 45-A, Velachery Main Road Vijayanagaram,Chennai - 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Mohamed Asfaq.A (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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Yours sincerely,

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:12-Feb-2019

Dear Mohamed Ifras P M (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road,Vijayanagaram, Chennai Tamilnadu,Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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Yours sincerely,

Talent Acquisition
Sutherland

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Sutherland Global Services Pvt Ltd. 45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadu, PIN 600042

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 12-Feb-2019

Dear Mohamed Safras.P.M (BE - CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Vijayanagaram facility (No.45-A, Velachery Main Road Vijayanagaram, Chennai, Tamilnadur, Chennai 600042). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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Yours sincerely,

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING